

LOCAL GOVERNMENT PAY 2014

Committee: Personnel and Corporate Services Committee

Date: 6 May 2014

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[N277]

1.0 **ISSUE**

1.1 To report progress on national pay negotiations for 2014/15.

2.0 **RECOMMENDATION**

2.1 Members of the Committee are requested to note the report and to receive updates at future meetings, as negotiations etc progress.

3.0 **CLAIM**

3.1 "A minimum increase of £1 per hour on scale point 5 to achieve the Living Wage and the same flat rate increase on all other scale points."

3.2 The claim was submitted to the employers side (National) on 15th October 2013.

3.3 The 'living wage' outside London is currently £7.65 per hour.

4.0 **RESPONSE**

4.1 The National Employers has now made a formal response to the claim:-

"After careful consideration and extensive consultations, agreed to make the following final offer that we believe balances the desire to provide a pay increase for all NJC employees with Council's limits on affordability:-

£580 on pay point 5 with effect from 1 April 2014

£550 on pay point 6 with effect from 1 April 2014

£400 on pay point 7 with effect from 1 April 2014

£275 on pay point 8 with effect from 1 April 2014

£200 on pay point 9 with effect from 1 April 2014

£175 on pay point 10 with effect from 1 April 2014

1.0% on pay points 11 and above with effect from 1 April 2014

We understand that you may wish to put this offer to your members for consultation; if so, we would be grateful if you could advise the anticipated timescales involved."

5.0 **UNISON POSITION**

5.1 On 24th April Unison announced that it will move to a ballot for industrial action as 70% of those members that voted on whether or not to accept the employers offer were in favour of rejection.

5.2 The ballot is likely to be held in June, with any industrial action taking place in July.

6.0 **BUDGET**

6.1 The Council has budgeted for a 1% increase in pay for 2014/15.

6.2 If the employers claim was agreed this would not put an additional strain of any consequence on the Council's budget.

Background Documents

Local Government
Association –
Local Government Pay
2014 (letter dated 20th
March 2014).

Location

Room 119
Location: The
Grange,
Ely

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