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**TITLE: LOCAL GOVERNMENT PAY 2014**

Committee: Regulatory & Support Services Committee

Date: 1<sup>st</sup> July 2014

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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 15<sup>th</sup> 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 24<sup>th</sup> 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 Unison has held a ballot for industrial action which closes at 10.00am on 23<sup>rd</sup> June 2014. The results of the ballot are expected to be available by 5pm on that day and will be reported to Members at the meeting. If the vote is in favour of industrial action, then this is likely to be on 10<sup>th</sup> July 2014.

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.

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| <b><u>Background Documents</u></b>                                                                                                                                                                           | <b><u>Location</u></b>                   | <b><u>Contact Officer</u></b>                                                                                                                                    |
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| Local Government Association – Local Government Pay 2014 (letter dated 20 <sup>th</sup> March 2014).<br>Notice to Employer of an Official Industrial Action Ballot (letter dated 13 <sup>th</sup> May 2014). | Room 127<br>Location: The Grange,<br>Ely | Kathy Batey<br>Head of HR & Facilities Management<br>(01353) 616230<br>E-mail:<br><a href="mailto:kathy.batey@eastcambs.gov.uk">kathy.batey@eastcambs.gov.uk</a> |