

CHIEF EXECUTIVE'S OFFICE

REPORT OF THE HEAD OF HUMAN RESOURCES – S.REES

1st June, 2015

SECTION B - MATTER FOR INFORMATION

WARDS AFFECTED: All

Additional UNISON Pay Claim for NJC Workers for 2015-16

1. **Purpose of report**

The purpose of this report is to update Members in relation to UNISON's submission of an additional pay claim for NJC workers for 2015/16. Please see letter dated 22 April 2015 attached as **Appendix A**.

2. **National Employers Response**

The National Employers responded that they are not willing to consider this new pay claim. Please see further details in letter attached as **Appendix B**.

3. **Recommendation**

It is **recommended** that Members **NOTE** this report.

FOR INFORMATION

4. **Officer Contact**

For further information on this report item, please contact:

Sheenagh Rees, Head of Human Resources on Ext 3315 or email s.rees5@npt.gov.uk

5. **Background Papers**

Appendix A – letter from UNISON dated 22 April 2015

Appendix B – letter from National Employers dated 22 April 2015



Our ref:

Your ref:

When telephoning please ask for:
Heather Wakefield 020 7121 5329

Sarah Messenger
Employers' Side Secretary
Local Government Employers
Local Government House
Smith Square
London SW1P 3HZ

UNISON Centre
130 Euston Road
London NW1 2AY

Tel: 0800 0 857 857

Fax: 020 7121 5101

Text tel: 0800 0 967 968

email: localgovernment@unison.co.uk

unison.org.uk/localgov

22 April 2015

Dear Sarah

Additional UNISON Pay Claim for NJC Workers for 2015-16

As instructed by UNISON's Special Local Government Conference, I am writing to submit the following additional UNISON Pay Claim for NJC Workers for the 2015-16 pay round:

- The full-time equivalent (FTE) Living Wage rate to be the minimum pay value of the NJC pay spine;
- An equivalent flat rate pay increase to be applied to all other NJC pay scale points.

As you know, many of our members are struggling to survive on what is poverty pay. I hope that you will consider UNISON's additional claim and respond to us in due course.

Best wishes,

A handwritten signature in black ink that reads "Heather Wakefield". The signature is written in a cursive, flowing style.

Heather Wakefield
National Secretary
Local Government Service Group

cc: Brian Strutton, GMB
Fiona Farmer, Unite



**Heather Wakefield
National Secretary
Local Government Service Group
UNISON Centre
130 Euston Road
London NW1 2AY**

22 April 2015

Dear Heather,

UNISON Additional Pay Claim for 2015/16

I write to acknowledge receipt of the additional pay claim for 2015/16 that you have been mandated to submit as a result of a decision reached on 24 March at UNISON's Special Local Government Conference.

The National Employers are not willing to consider this new pay claim. The Employers believe that it would be extremely unfair to raise doubts amongst councils, or indeed to raise any expectations amongst your members, by giving any other response. The Employers are very clearly of the view that the NJC reached, in good faith, an agreement on pay on 14 November 2014 that covers the period to 31 March 2016.

The current pay deal was agreed by all parties and followed lengthy and sometimes difficult months of discussions between the two Sides. For UNISON to now seek, unilaterally, to undermine that agreement threatens the credibility and ongoing viability of the national negotiating machinery with our respective constituents.

Yours sincerely,

A handwritten signature in black ink that reads "Sarah Messenger".

**Sarah Messenger
Employers' Secretary**