

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

22nd February 2016

Head of Human Resources – Sheenagh Rees

Matter for Information

Wards Affected: all wards

Local Government Pay 2016 - Update

1. Purpose of Report

The purpose of this report is to update Members in relation to national pay negotiations for Local Government Pay 2016 and the introduction of the National Living Wage on 1st April 2016.

2. Updated Position

Members were updated at the Personnel Committee meeting on 11th January on the Employers' Side final pay offer for 2016 made to the Local Government Services Unions. Following the final offer, both UNISON and UNITE have said they will consult their members, but with a recommendation to reject the final offer. Only GMB have said that they believe it to be 'the best that can be achieved by negotiation'.

The Trade Union side had sought further meetings with the Employers to explore the room for further negotiations, but following consultation with the Employers side, this request has been turned down. Please see letter attached as Appendix One

3. National Living Wage

On 1 April the National Living Wage will be introduced at a rate of £7.20 per hour which means that the current bottom three pay points on the 'Green Book' pay spine will be below that statutory

minimum level. The current hourly rate of SCP6 is £7.06 (£13,614); SCP7 is £7.11 (£13,715) and SCP8 is £7.19 (£13,871).

In the absence of the NJC reaching a pay agreement to be implemented in time for 1 April, councils are advised to begin making preparations for employees currently paid on SCPs 6, 7 and 8 to have their pay increased in accordance with the National Living Wage, which equates to £13,891 per annum with effect from 1 April.

3. Recommendation

It is **RECOMMENDED** that members **NOTE** the information contained in Appendices One and Two in relation to the Local Government Services Pay Award 2016.

FOR INFORMATION.

4. Officer contact

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5. Appendices

Appendix One – Letter sent to TU Side by the Local Government Employers

Appendix Two – Letter from Local Government Employers regarding the National Living Wage 2016

6. List of Background Papers

None

