

CHIEF EXECUTIVE'S OFFICE

REPORT OF THE HEAD OF HUMAN RESOURCES – S. REES

20th October 2014

SECTION B - MATTER FOR INFORMATION

WARDS AFFECTED: All

National Pay Negotiations Update

1. Purpose of Report

- 1.1. The purpose of this report is to update Members in relation to the national pay negotiations for LGS 'Green Book' employees.

2. Update

- 2.1 Members have received regular reports through 2014 providing updates on the national discussions between local government employers and trade unions in relation to the 2014 pay offer for LGS 'Green Book' employees. These discussions resulted in a dispute at national level, which led to strike action in July 2014. Further strike action was scheduled for 14th October 2014.
- 2.2 Over the past few weeks, the National Joint Secretaries have met regularly with the support of ACAS, and these discussions resulted in a revised pay proposal that the Employers were prepared to put to a formal consultation of councils, but only if the Trade Unions called off the strike action planned for 14th October 2014 to consult with their memberships in parallel.
- 2.3 In September UNITE and GMB advised the employers that it would be their intention to call off the strike action and consult with their membership, but only if UNISON decided likewise. UNISON's NJC Committee agreed on 9th October 2014 to withdraw the strike action and consult their membership.

3. **The revised pay proposal**

The details of the proposal are as follows:

- A long term deal to run from 1st January 2015 (i.e. not backdated to 1st April 2014) through to 31st March 2016
- 2.2% increase on SCP 11 and above (NPT Grade 3 and above)
- Higher % increases on SCP 5 to 10 (NPT Grades 1 and 2) to provide a new minimum hourly rate at SCP 5 of £7.00 per hour (currently £6.50 per hour).
- The deletion of SCP 5 on 1st October 2015 to make the minimum hourly rate £7.06 per hour.
- Non consolidated lump sum payments of between £100 and £325 on all scale points.
- A commitment to joint working for the future that will ensure that NJC is focused on issues of importance to both employers and employees.

4. **Next steps**

- 4.1 UNISON, GMB and UNITE are making arrangements to ballot their membership in relation to the pay proposal.
- 4.2 The Employers Side is similarly arranging formal consultation on the revised proposal. The Wales Regional consultation meeting is to take place prior to the next Joint Council for Wales on 24th October 2014 at which the Deputy Leader and Head of Human Resources will be in attendance.
- 4.3 A further update will be provided to Members at the next meeting of this committee.

5. **Recommendation**

It is **RECOMMENDED** that Members NOTE this update and receive a further update in due course.

FOR INFORMATION

6. **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

7. **Background Papers**

None.