

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **Personnel Committee**

### **HEAD OF HUMAN RESOURCES – S.REES**

**26<sup>th</sup> June 2017**

#### **Matter for Information**

**Wards Affected:** all wards

#### **Local Government Pay 2018 / 2019 update**

##### **1. Purpose of Report**

The purpose of this report is to update Members in relation to national pay negotiations for Local Government Services (Green Book) employees.

##### **2. Background information**

The National Joint Council negotiates the pay, terms and conditions of staff in local authorities employed on Local Government Services terms and conditions of employment, also known as 'Green Book' employees. Each year, the Joint Council agrees an annual uplift to the national pay spine, which forms the basis for pay in respect of this group of staff.

Separate arrangements are in place for Chief Officers, Chief Executives, Soulbury Officers, Youth & Community Workers and Teachers who are all covered by separate national pay arrangements.

### **3. Trade Union Pay Claim 2018 / 2019**

On 14<sup>th</sup> June 2017, the national trade union side formally submitted a pay claim for 2018 / 2019. The claim is for:

- One year – 2018 / 2019
- A 5% increase on all NJC pay points

The Local Government Employers have advised that to meet this pay claim in full would increase the national pay bill by £559 million.

The Chair of the National Employers, Councillor Sian Timoney, issued the following statement in response to the pay claim:

*“We will be consulting with councils in the coming weeks on pay across the workforce and in particular how we can meet the challenge of the Government’s proposed level of the National Living Wage over the next few years. The unions’ claim will form part of the consultation.*

*We recognise that public sector workers have had lower than average pay awards for a few years now, but local government continues to face significant financial challenges so we are surprised that the unions are seeking such an ambitious pay award. Local government has lost more than half a million jobs in recent years and meeting this claim would result in many more such job losses”.*

### **4. Employers Side Consultation**

The National Joint Council’s Employer Side will be conducting regional consultation with employers over the course of the next few months. The Cabinet Member for Corporate Services and Equalities and the Head of Human Resources will be

attending the Wales consultation in July and further feedback will be provided to this committee following that event.

## **6. Consultation**

There is no requirement under the Constitution for external consultation on this item.

## **7. Equality Impact Assessment**

There are no equality impacts associated with this report.

## **8. Recommendation**

That Members note the information provided in relation to national pay negotiations.

## **FOR INFORMATION**

### **9. Officer contact**

Sheenagh Rees, Head of Human Resources, Email: [s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk) or tel. 01639 763315

### **10. Appendices**

None

### **11. List of Background Papers**

None