

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

**PERSONNEL COMMITTEE**

**14<sup>TH</sup> MAY 2018**

**REPORT OF THE HEAD OF HUMAN RESOURCES – S.REES**

**Matter for Information**

**WARD(S) AFFECTED: All**

**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 (LGS) (Green Book) employees.

**2. Background information**

Members have been provided with regular update reports in relation to the national pay negotiations for LGS Employees. Following an offer made by the National Employers in December 2017, trade unions have been consulting with their respective memberships in order to determine whether or not to accept the pay offer. In the last meeting of this Committee, the final conclusion of these consultations had not yet been confirmed.

**3. Agreement**

The NJC confirmed on 10<sup>th</sup> April 2018 that agreement has now been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from 1<sup>st</sup> April 2018 and 1<sup>st</sup> April 2019.

**2018**

A minimum pay increase of 2.0% will apply from April 2018, with salary scale points 6 – 19 receiving higher increases in order to close the

significant gap with the National Living Wage. As a result, salary scale point 6 will equate to £8.50 per hour.

This first year of the pay offer will increase the national pay bill by 2.707%.

## **2019**

From 1<sup>st</sup> April 2019, a new pay spine will apply, again providing a minimum pay increase of at least 2.0%. In order to deal with the compacting of differentials at the lower end of the spine, the existing bottom twelve points are 'paired off' into six new pay points, i.e. current SCPs 6 & 7 become the new SCP 1. The new pay spine also irons out what has been described as random gaps between pay points and introduces even increments of 2% between SCPs 1 to 22.

This second year of the pay offer will increase the national pay bill by 5.584%.

## **4. Implementation**

The pay increase applying from April 2018 was received by employees in their April pay.

As a result of the new pay spine to be introduced in April 2019, the Council will need to 're-model' the LGS pay and grading structure, and agree any new pay arrangements with recognised trade unions via collective agreement. Members will be asked to approve the proposed new pay arrangements.

Training has been arranged to take place in May 2018, for employees who will support the pay modelling process.

Members will be provided with further updates in relation to the pay modelling and development of the pay and grading structure.

## **5. Consultation**

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

## **6. Equality Impact Assessment**

There are no equality impacts associated with this report.

## **7. Recommendation**

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

## **FOR INFORMATION**

### **8. Officer contact**

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

### **9. List of Background Papers**

- Letter from the National Employers for Local Government Services 5<sup>th</sup> December 2017
- Letter from the National Joint Council for Local Government Services 10<sup>th</sup> April 2018