

CHIEF EXECUTIVE'S OFFICE

REPORT OF THE HEAD OF HUMAN RESOURCES – S.REES

24th November 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 pay negotiations for LGS 'Green Book' employees and the agreement that has been reached at a national level.

2. Background

- 2.1 Members have received regular reports throughout 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 At the last meeting of this Committee, I advised Members that discussions between the National Joint Secretaries had resulted in a revised pay proposal that the Employers were prepared to put to a formal consultation of councils. The Trade Unions agreed to call off the strike action planned for 14th October 2014 to consult with their memberships in parallel.

3. The agreement

The National Joint Council for Local Government Services confirmed on 14th November 2014 that agreement in relation to pay for 'Green Book' LGS employees has now been reached. Details of the agreement 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 to employees on SCP 5 – 25 to be paid in December.
- 0.45% of proposed new salaries to employees on SCP 26 – 49, of which £100 non-consolidated payment to be paid in December and the remaining balance to be paid (non-consolidated) in April 2015
- 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. **Implementation**

4.1 Technical guidance has been issued by the Local Government Employers to help employers implement what is quite a complicated pay agreement. Some key points are as follows:

- The non-consolidated payments should be paid only to employees who are in post on 1st December 2014. The payments are not ‘back pay’ so should not be paid to any employees who leave employment prior to 1st December 2014.
- In relation to non-consolidated payments for employees on SCP 26 - 49 employers can pay the whole sum in December if they so wish. NPT has agreed with the trade unions that the whole sum will be paid in December.
- Non-consolidated payments should be paid pro-rata to part-time employees. Where employees work variable hours, each Authority is to determine how it will do this. NPT has agreed with the trade unions that a 12 week referencing period will be used for this purpose.

- The non-consolidated payments do not apply to employees who are being paid above SCP 49, regardless of any higher SCP the authority has in place. NPT's Green Book pay scale extends to SCP 52. Therefore any employees paid SCP 50 – 52 will not receive a non-consolidated payment.
- 4.2 The Council has agreed with the trade unions that the pay contributions and the revised Green Book pay scale, as set out in the 2013 Workforce Strategy Collective Agreement, will apply to the % increases on the salary scale points (the employees affected to receive half of any % increase pay award, whilst the Council retains half), but that it will not be applied to the non-consolidated payments. Employees will receive these in full (pro rata for part-time employees).

5. **Recommendation**

It is **RECOMMENDED** that Members NOTE the pay negotiations update and that agreement in relation to LGS 'Green Book' pay has been reached at a national level and will be implemented in Neath Port Talbot County Borough Council in line with the national agreement.

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 or telephone: 01639 763315.