



NEWSLETTER 14

16 JULY 2009

For local government branches in England, Wales and Northern Ireland only

(Scotland – for information)

NJC PAY 2009 UPDATE

The UNISON NJC Committee and the Joint NJC Trade Union Side met today, 16 July, to discuss the position of NJC pay for 2009.

What has been happening?

As branches will know, we have been awaiting a response to a set of proposals which were the outcome of six hours of difficult negotiations on 21 May 2009. These negotiations were conducted by the Joint Secretaries and the Chair of the NJC Trade Union Side.

At those negotiations the Employers stated that there was little prospect of moving towards 1%. However, the negotiations led to a package of proposals for a potential new offer which were discussed and endorsed by the UNISON NJC Committee and the Trade Union Side today (see below). As the package was beyond anything the elected members had previously considered, the Employers agreed to put the package to them with a view to responding with a final offer the following week. They also stated that since

productive negotiations were ongoing, the 31 May deadline would be held in abeyance.

Given the nature of the negotiations and political sensitivities, the Employers specifically asked for the trade unions to keep the package confidential in order to allow them space to consult on the package.

The 'package of proposals for potential new offer' comprised:

- A 1.25% increase in pay for those on scale points 4 – 10 inclusive
- A 1% increase for those above scale point 10, up to scale point 49
- An increase in minimum annual leave entitlement of 1 day from 1 April 2009 and a further day from 1 April 2010
- An increase in all allowances by 1%
- An increase in the sleeping-in allowance to £35.35p
- A review of parental entitlements by 1 October 2009 and appropriate implementation thereafter
- Conclusion of a joint 'best practice redundancy avoidance' agreement by 1 September 2009

These proposals were the best that could be achieved as a result of the 21 May negotiations.

The Employers' position

Since 21 May we have been pushing for a response to the package and our understanding was that the four political groupings on the LGA have failed to reach agreement between themselves on our proposals.

This morning the Employers contacted the Trade Union Side to state that the LGA Group Leaders met yesterday and were still unable to reach agreement on the package. However, they recognise that we need to conclude this year's negotiations as quickly as possible, but since the responsibility for negotiations lies with the Employers' Side of the NJC, they have asked them to determine the offer. Consequently, the Local Government Employers will

be setting up a meeting of the Employers' Side as soon as possible to agree a final Employers' position for pay for 2009.

NJC Trade Union Side Statement

The attached statement was also agreed at the NJC Trade Union Side meeting held today. The statement sets out what has happened over negotiations to date, the proposals and the Trade Union Side proposed way forward.

What next?

The NJC trade unions will request an urgent meeting of the full NJC on the day of the Employers' Side meeting in order that the final Employers' position can be put to the full NJC.

Clearly, as soon as we are in receipt of a final position from the employers we will consult members using the agreed pay consultation procedures.

Councillors

A letter (attached) to all councillors in England, Wales and Northern Ireland has been issued today. It sets out the Trade Union Side's concerns, the proposals and asks councillors to urge the Employers' Side representatives to reach a fair settlement.

Lobby The Employer's Side Representatives

Regions will be contacted and asked to work with relevant branches to contact the Employers' Side representatives to urge them to make a revised and improved offer in line with the package of proposals.