



**NEWSLETTER 18**

**11 September 2009**

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

**(Scotland – for information)**

### **NJC PAY 2009/10 Pay Settlement – Offer Accepted**

A meeting of the UNISON NJC was held on Wednesday, 10 September where results of the branch consultation were considered. An overwhelming majority, 89% of members, accepted the offer on a 17% turnout. GMB and UNITE members also voted to accept. As a result, the employers have been asked to implement the agreement ASAP.

**The Settlement:** From 1 April 2009,

- **Pay** will increase by 1.25% on SCPs 4 to 10 and by 1% on SCPs 11 to 49 inclusive.
- **Basic annual leave will also** increase from 20 to 21 days for employees with less than five years' service.
- The employers and trade unions will also endeavour to produce a best practice statement on handling redundancies by 1 December 2009.

Full details of the settlement, including the new pay rates and allowances, are included in a joint NJC circular at the end of this bulletin.

We will be producing UNISON pay scale cards and these should be available in the near future.

## **Branch Consultation**

244 branches responded which gives a response rate of 67%. Eastern (50%) and South West (36.2%) had the lowest returns and Northern Ireland (100%) and the Northern Region (92.3%) were the highest. 239 branches voted to accept and only 4 rejected. The lowest voting turnout was in the Eastern Region (11.3%) and the North West (13%), the highest was in the South East (21.3%) and the Northern Region (20%). The following table gives further details on the consultation results.

## **Recruit...!**

An increase on the original 0.5% offer was only achieved after tough negotiations in the face of considerable employer opposition, especially from some Conservative authorities in London and Birmingham. Being part of a trade union does have benefits! Workers need to know that UNISON is always there for them when the going gets tough – but they need to be in it to win it! We need to increase our membership and organisation to remain a force to be reckoned with. With possible political changes next year on the national and local level and large numbers of Tory-run authorities already cutting budgets and reducing the workforce – increasing our membership and density is more crucial than ever.

**Recruit a colleague today!**

**2009 NJC Pay Claim: Summary of Regional Responses**

<b>REGION</b>	<b>No. of eligible branches</b>	<b>No. of branch responses</b>	<b>Branch response rate (%)</b>	<b>No. of branches accepting</b>	<b>No. of branches rejecting</b>	<b>No. of branches tied</b>	<b>Total no of members *</b>	<b>Total no. members accepting</b>	<b>Total no. members rejecting</b>	<b>Total no. of members voting</b>	<b>% to accept</b>	<b>% to reject</b>	<b>Turn-out %</b>	<b>Accept / Reject</b>
<b>Eastern</b>	52	26	50.0%	25	1	0	46233	4739	466	5208	90.99	8.95	11.26	Accept
<b>East Mids</b>	42	34	81.0%	34	0	0	48894	6834	826	7660	89.22	10.78	15.67	Accept
<b>G. London</b>	37	22	59.5%	19	3	0	38563	4257	1275	5532	76.95	23.05	14.35	Accept
<b>Northern</b>	13	12	92.3%	12	0	0	39808	7333	660	7993	91.74	8.26	20.08	Accept
<b>Northern Ireland</b>	6	6	100.0%	6	0	0	6784	1153	121	1274	90.50	9.50	18.78	Accept
<b>North West</b>	45	33	73.3%	33	0	0	110402	13083	1339	14422	90.72	9.28	13.06	Accept
<b>South East</b>	42	35	83.3%	34	0	1	34787	6837	565	7402	92.37	7.63	21.28	Accept
<b>South West</b>	47	17	36.2%	17	0	0	21713	3842	381	4223	90.98	9.02	19.45	Accept
<b>Cymru/Wales</b>	23	21	91.3%	21	0	0	6620	5722	464	6186	92.50	7.50	13.11	Accept
<b>West Mids</b>	38	22	57.9%	22	0	0	44070	7758	1050	8808	88.08	11.92	19.99	Accept
<b>Yorks/Humber</b>	21	16	76.2%	16	0	0	80633	10497	1743	12240	85.76	14.24	15.18	Accept
<b>Total</b>	<b>366</b>	<b>244</b>	<b>66.7%</b>	<b>239</b>	<b>4</b>	<b>1</b>	<b>478507</b>	<b>72055</b>	<b>8890</b>	<b>80945</b>	<b>89.07</b>	<b>10.92</b>	<b>16.56</b>	Accept

# National Joint Council for Local Government Services

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**To: Chief Executives in England, Wales and N Ireland  
(with copies for the Finance Director and Personnel Director)  
Members of the National Joint Council**

10 September 2009

Dear Chief Executive,

## **NJC CIRCULAR 2/09 2009/10 PAYSCALES & ALLOWANCES**

Agreement has now been reached on rates of pay applicable from **1 April 2009**.

The new rates are attached at **Annex 1**. The new rates for allowances up-rated in line with pay are also set out in the annex.

### **Annual Leave**

From **1 April 2009**, minimum annual leave has increased from 20 to 21 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 should therefore, with effect from **1 April 2009**, be amended to read as follows:

### **7.2 Annual Leave**

*The minimum paid annual leave entitlement is twenty one days with a further four days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.*

### **Joint Statement on Best Practice in Handling Redundancies**

By 1 December 2009, the NJC will produce joint guidance on best practice in handling redundancies.

Yours sincerely



Sarah Messenger



Peter Allenson

Brian  
Strutton

Brian Strutton



Heather Wakefield

Joint Secretaries

<b>SCP</b>	<b>1 Apr 08</b>	<b>1 Apr 09</b>
4	£11,995	£12,145
5	£12,160	£12,312
6	£12,334	£12,489
7	£12,629	£12,787
8	£13,027	£13,189
9	£13,421	£13,589
10	£13,703	£13,874
11	£14,587	£14,733
12	£14,891	£15,039
13	£15,291	£15,444
14	£15,570	£15,725
15	£15,895	£16,054
16	£16,278	£16,440
17	£16,663	£16,830
18	£16,991	£17,161
19	£17,626	£17,802
20	£18,270	£18,453
21	£18,937	£19,126
22	£19,427	£19,621
23	£19,998	£20,198
24	£20,652	£20,858
25	£21,306	£21,519
26	£22,001	£22,221
27	£22,730	£22,958
28	£23,473	£23,708
29	£24,402	£24,646
30	£25,220	£25,472
31	£26,016	£26,276
32	£26,784	£27,052
33	£27,573	£27,849
34	£28,353	£28,636
35	£28,947	£29,236
36	£29,714	£30,011
37	£30,546	£30,851
38	£31,439	£31,754
39	£32,475	£32,800
40	£33,328	£33,661
41	£34,207	£34,549
42	£35,079	£35,430
43	£35,953	£36,313
44	£36,838	£37,206
45	£37,665	£38,042
46	£38,575	£38,961
47	£39,460	£39,855
48	£40,338	£40,741
49	£41,204	£41,616

### **Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment**

**1 Apr 09**  
£32.94

### **RATES OF PROTECTED ALLOWANCES AT 1 APR 09 (FORMER APT&C AGREEMENT (PURPLE BOOK))**

#### **Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance**

**1 Apr 09**  
£1,177

#### **Paragraph 28(14) Laboratory/Workshop Technicians**

City and Guilds Science Laboratory Technician's Certificate Allowance

**1 Apr 09**  
£191

City and Guilds Laboratory Technician's Advanced Certificate Allowance

**1 Apr 09**  
£140

#### **Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum**

Inner Fringe Area

**1 Apr 09**  
£798

Outer Fringe Area

**1 Apr 09**  
£555

#### **Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session**

**1 Apr 09**  
£26.50

### **FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)**

#### **Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum**

Inner Fringe Area

**1 Apr 09**  
£798

Outer Fringe Area

**1 Apr 09**  
£555