

To: Peter Allenson, Unite, Brian Strutton, GMB, Heather Wakefield, UNISON

22 July 2009

Dear Heather, Brian and Peter,

LOCAL GOVERNMENT PAY 2009/10

Following a meeting yesterday of the full Employers' Side of the NJC, I am writing to confirm that the Employers' improved and final offer in settlement of your 2009 claim is as follows:

- **Pay**
From 1 April 2009 an increase of 1.25% on SCPs 4 to 10 inclusive.
From 1 April 2009 an increase of 1.00% on SCPs 11 to 49 inclusive.
- **Annual Leave**
From 1 April 2009, an increase from 20 to 21 days in minimum annual leave for employees with less than five years' service.

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

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.

In making this improved offer the employers have given considerable and prolonged thought to the difficult, and worsening, economic position facing local authorities. In the period since authorities set their budgets for 2009/10 the recession has led to a significant reduction in councils' incomes alongside an increase in demand for services. Consequently the amount available for pay has been squeezed and in many councils implementation of the employers' improved offer would mean cutting expenditure elsewhere, which in turn may lead to reductions in jobs, possibly through compulsory redundancies.

In that context the employers will want to start discussions in the NJC on the development of a reward package for the local government workforce that reflects the challenges that lie ahead in delivering improved services in a tightening financial environment.

The employers acknowledge that you will wish to consult your respective memberships on this offer. You have indicated that those consultations would be concluded by Friday 11 September.

This improved offer represents our final position and the Employers are not prepared to negotiate any further. If the offer is rejected councils will not implement it unilaterally so there would be no pay increase for 2009/10.

Yours sincerely,



Sarah Messenger
Employers' Secretary