



EMPLOYMENT COMMITTEE - 12 JUNE 2014

UPDATE ON NATIONAL PAY NEGOTIATIONS FOR 2014

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of Report

1. The purpose of this report is to update the Committee on the current position regarding the national negotiations for the 2014 pay awards for local government employees, chief officers and chief executives.

Background

2. Whilst the Council has its own pay and grading structure, annual pay awards are agreed by Employment Committee having regard to agreements reached by national negotiating bodies.
3. For all grades up to and including Grade 17, the negotiating body is the National Joint Council (NJC) for Local Government Employees. For grades 18 – 21, the national negotiating body is the Joint National Council (JNC) for Chief Officers and for Grade 22, the JNC for Chief Executives.

Key Points

4. The Trade Union pay claim for local government employees for 2014 was submitted to the NJC on 5 November 2013. It comprised a minimum increase of £1 an hour on the lowest pay point to achieve the Living Wage (currently £7.45) and the same flat rate increase (£1) on all other pay points.
5. The Employers' Side of the NJC formally responded with a final pay offer on 20 March 2014. This included an element of increasing the lowest 6 pay points to maintain a discernable gap between the National Minimum Wage (£6.50 with effect from 1 October 2014) and the lowest pay point (currently £6.45). All other pay points would be increased by 1%.
6. Unison, GMB and Unite rejected this pay offer after balloting their members and announced that industrial action ballots would take place in May and June 2014. In the event of the ballots returning a 'yes' vote, the unions have advised that they will hold a one-day strike on Thursday 10 July 2014.
7. With regard to chief officers and chief executives, a pay claim was submitted by the Association of Local Authority Chief Executives on 19 March 2014. This requested that chief executives and chief officers '**receive exactly the same cost of living pay award that is offered to the staff body as a whole**', that is to say, the same award made to local government employees.

8. To date, no response has been made by the Employers' Side in relation to the JNC for Chief Officers and the JNC for Chief Executives.

Recommendations

9. The Committee is asked to note the contents of this report.

Background Papers

None.

Circulation under the Local Issues Alert Procedure

None.

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Equal Opportunities Implications

None.