

LOCAL GOVERNMENT PAY TALKS - EMPLOYERS PUT OPTIONS ON THE TABLE

At a meeting of the Executive of the NJC for Local Government today the national employer representatives put forward two options to increase pay. Against a difficult background and after a 3-year pay freeze the employers offered -

Option 1

- 1.0% on all pay points from 1 April 2013
- NJC mileage rates replaced by HMRC Approved Mileage Rates (<http://www.hmrc.gov.uk/rates/travel.htm>) for those councils currently applying NJC rates, from a date to be agreed (*Green Book Part 2 Para 12 and Part 3 Para 6 refers*)
- Unilateral arbitration clause replaced by bilateral reference, from date to be agreed (*Green Book Constitution Para 17 refers*)
- An increase in the minimum paid annual leave entitlement from 21 days to 22 days, from a date to be agreed (*Green Book Part 2 Para 7.2 refers*)
- Increase in continuous service entitlement for the purposes of calculation of entitlements to annual leave, occupational maternity leave / pay and occupational sick pay from return to service within five years to within ten years of the original transfer, from a date to be agreed (*Green Book Part 2 Para 14.2 and 14.3 refers*)
- Joint statement providing a list of the issues on which both Sides agree to commence immediate serious discussions.

(NB: all dates for implementation of changes to be agreed as part of final deal)

Option 2

- 1.0% on pay points 4 to 10 from 1 April 2013
- 0.6% on pay points 11 and above from 1 April 2013

The two options set out above are both of disappointingly low value but would end the pay freeze if accepted. The next stage is therefore that GMB and the other TUs will discuss these options and we intend to make them subject to member consultation. Of course, there will be an 'option 3' to reject both the employer's options.

I will keep you informed.

Brian Strutton

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