



A message to members from UNISON North West Local Government Service Group

# Reject the NJC Pay Offer

Last autumn the NJC Trade Unions (UNISON, GMB and Unite) submitted a one-year pay claim for 2016/17 that sought the 'real' Living Wage as the minimum pay point and a rise of £1 per hour for all other pay points.

The employers' response is a two-year pay offer of just 1% each year, with additional increases at the bottom end to accommodate the statutory National Living Wage being introduced by Government (not the 'real' Living Wage).

UNISON's NJC committee is recommending this insulting offer is REJECTED and is seeking members' views on support for a range of industrial action to underpin our broad campaign to secure a fair and decent pay settlement.

This is why your Branch will be consulting you and your colleagues and why we urge all non-members to join UNISON and help win the fight for fair pay.

The effect of this derisory offer on your pay is shown in the chart below:

| From 1 April 2016:  | And from 1 April 2017  |
|---|--|
| <ul style="list-style-type: none"> <li>• On SCP 6, £900 (equivalent to 6.6%)</li> <li>• On SCP 7, £900 (equivalent to 6.6%)</li> <li>• On SCP 8, £900 (equivalent to 6.5%)</li> <li>• On SCP 9, £900 (equivalent to 6.4%)</li> <li>• On SCP 10, £900 (equivalent to 6.3%)</li> <li>• On SCP 11, £300 (equivalent to 2.0%)</li> <li>• On SCP 12, £300 (equivalent to 2.0%)</li> <li>• On SCP 13, £250 (equivalent to 1.6%)</li> <li>• On SCP 14, £250 (equivalent to 1.5%)</li> <li>• On SCP 15, £200 (equivalent to 1.2%)</li> <li>• On SCP 16, £200 (equivalent to 1.2%)</li> <li>• On SCP 17, £175 (equivalent to 1.01%)</li> <li>• On SCPs 18 and above, 1.0%</li> </ul> | <ul style="list-style-type: none"> <li>• On SCP 6, £500 (equivalent to 3.4%)</li> <li>• On SCP 7, £500 (equivalent to 3.4%)</li> <li>• On SCP 8, £475 (equivalent to 3.2%)</li> <li>• On SCP 9, £400 (equivalent to 2.6%)</li> <li>• On SCP 10, £375 (equivalent to 2.5%)</li> <li>• On SCP 11, £300 (equivalent to 1.9%)</li> <li>• On SCP 12, £300 (equivalent to 1.9%)</li> <li>• On SCP 13, £300 (equivalent to 1.9%)</li> <li>• On SCP 14, £300 (equivalent to 1.8%)</li> <li>• On SCP 15, £300 (equivalent to 1.8%)</li> <li>• On SCP 16, £250 (equivalent to 1.5%)</li> <li>• On SCP 17, £225 (equivalent to 1.3%)</li> <li>• On SCPs 18 and above, 1.0%</li> </ul> |

## **WHY YOU SHOULD REJECT THIS OFFER**

The higher offer for the lower SCPs is to ensure the incoming statutory National Living Wage (£7.20 an hour from 1 April 2016) is met and maintained. So this isn't really an 'offer' for these members at all, **the employers would have to pay it or break the law!**

Almost two thirds of councils are already paying the 'real', independently set Living Wage of £7.85 an hour (£9.15 in London). These councils won't face any employee costs from the introduction of the lower, statutory National Living Wage – but **this doesn't stop the employers quoting it to over-inflate their view of the cost of meeting our claim!**

The offer is for two years, not the single year of our claim. RPI inflation is currently 1% but predicted to rise up to 3% in 2017 and 3.3% in 2018. This means the real value of your pay will decline even further – and **your pay has already fallen in real terms by over 20% since 2010 (plus the loss of future pension value that goes with falling pay value)!**

Workers in the LGPS will be paying up to 1.4% more in National Insurance from 1 April 2016 when the NI discount for 'contracted out' pension schemes ends. **The employers know this - then still make an offer which would not even cover this new NI cost!**

Research commissioned by UNISON from the New Policy Institute shows that more than half the cost of implementing our 2016/17 claim in full would be self financing for Government; through higher revenue from increased Income Tax and National Insurance and lower outlay from reduced in-work benefit costs. **As it stands many NJC workers are receiving in-work benefits from one part of Government because another part of Government pays them poverty wages. Is this any way to run the public finances!**

As we know only too well many local employers are cutting sick pay, increments, overtime pay, mileage rates or imposing unpaid leave. The national employers reduce the value of your basic pay, and the local employers reduce the value of the rest. **Ever felt like you are caught in pincers? No wonder the national employers refused to meet the part of our claim seeking protection of terms and conditions!**

## **WHAT NEXT**

Please take part in the consultation. Talk to your branch for further information and attend any meetings that are organised. Your pay is important, don't leave the decision to others. Please encourage your colleagues to join if they are not already a member of UNISON.

**Please REJECT this offer and indicate support for ALL of the industrial action options set out in the consultation. If we fight for fair pay we cannot always guarantee victory; but if we don't fight we can always guarantee defeat.**

**If you are not already a UNISON member then now is the time to join with your colleagues and be part of the Campaign for Pay Justice.**

**You can join by completing and returning a membership form, or online at [www.joinunison.org](http://www.joinunison.org) or via the phone on 0800 171 2193.**