

NJC Pay Award Update
Executive Director of Resources

1 Introduction

- 1.1 This report provides an update and overview of the current situation on the 2024/25 NJC pay award negotiations which, when agreed, will be effective from 1 April 2024.

2 Supporting Information

- 2.1 The majority of Council employees are employed under the NJC Terms & Conditions of Service. As such, pay awards are negotiated between the NJC and Unions (GMB, Unite and Unison).
- 2.2 Appendix A of this report outlines the current position of both the NJC and the Unions in relation to the pay award and the additional changes to terms and conditions of employment which for part of the Unions pay claim.
- 2.3 Whilst GMB have accepted the award proposed by the NJC, both Unite and Unison have rejected the NJC offer and are balloting their members for industrial action. The ballots are due to close on 16 October 2024.
- 2.4 There are separate pay negotiations for Soulbury, which cover a small number of roles in education and the Chief Executive. The pay negotiations for Chief Officers, which covers executive and assistant directors, are subject to different negotiation and this has been agreed and implemented at 2.5%.

3 Equalities Impact Assessment

- 3.1 Not required for the purposes of this report.

4 Strategic Risk Management Issues

- 4.1 Having a competitive pay and reward strategy is important element of the council's workforce strategy. As the Council is part of the national negotiation arrangements any pay disputes of this kind will be based on a national dispute rather than targeted at Bracknell Forest Council alone. Whilst some of the neighbouring authorities have decided to opt out of these national negotiations, the fact that may continue means that the council are at no disadvantage locally.

5 Climate Change and Ecological Impacts

- 5.1 No direct implications have been identified

Background Papers

Appendix A – Pay Award Update Slides

Contact for further information

Paul Young, AD of HR/OD and Payroll
Paul.Young@bracknell-forest.gov.uk,
01344 354060

Alison Beswick, Head of HR
Alison.beswick@bracknell-forest.gov.uk
01344 351256

Pay award update



Green Book workforce - Includes majority of council staff with exception of:

- Chief Executives
- Executive Director/Assistant Directors – *pay award agreed*
- Soulbury Officers



Trade union claim



National Joint Council pay claim 24/25:

- £3k or 10% (whichever is greater)
- reduction in working week of 2 hours
- one additional days leave for wellbeing
- reviews of pay gaps for equality
- phased approach for reaching £15 ph



National Employers response

- an increase of £1,290 (pro rata for parttime employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.
- 2.5% on all pay points above pay point 43
- 2.5% on allowances



Latest developments



- Trade unions request a review
- National Employers confirm offer is full and final
- Unison and Unite – membership voted to reject pay offer (balloting for industrial action)
- GMB – membership voted in favour to accept pay offer

