

TO: **EMPLOYMENT COMMITTEE**
18 JUNE 2014

**PAY NEGOTIATIONS, NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY
EMPLOYEES (NJC) 2014
(Director of Corporate Services - HR)**

1 INTRODUCTION

- 1.1 The national pay award for 2014/15 has not yet been settled; the unions have rejected the employer offer and are to ballot to see if members will vote for industrial action.

2 SUPPORTING INFORMATION: PROGRESS OF PAY NEGOTIATIONS

- 2.1 Unison and Unite have announced that their members have rejected the National Employers' final pay offer for 2014/15 and that ballots will now take place to see if members are in favour of industrial action. The ballots are likely to take place in June and, if it is in favour of action, this is likely to take place in July. GMB has yet to announce the outcomes of their official consultation on the pay offer and their approach to a ballot on industrial action.
- 2.2 The employers' offer, which was considered to be at the limits of affordability, was for increases of between 1.25% and 4.66% for those on the bottom six pay points of the salary scale and 1% for the remainder of NJC employees. The employers stressed that they realise there is a difficult economic climate and have focussed particularly on the lower paid, who may be "feeling the pinch" more than most.
- 2.3 The recent local introduction of a Bracknell Forest Supplement means that the lowest paid employees in the Council are guaranteed a rate of pay of £7.65 per hour inclusive of local weighting – the proposed pay increases to the bottom six pay points all appear to fall at or below that level. This means that the amount of Supplement paid to those employees would be reduced to ensure their total hourly rate, after pay awards were applied, maintained the £7.65 per hour rate guaranteed for this year. The Bracknell Forest Supplement will continue to guarantee this hourly rate until April 2015, when a new minimum level can be set - taking into consideration any changes announced nationally in the "Living Wage" figure and the pay awards. A provision of 1% has been made for this year's pay award; additionally the cost of the Bracknell Forest Supplement will be included in the next update of the 2015/16 commitment budget, with the estimated non-schools cost of £38,000 being met from the contingency in 2014/15. These would therefore be sufficient to cover the cost of the employers' current offer.
- 2.4 Employees on locally negotiated pay, principally in Leisure Services, and teachers, will not be included in the strike ballot. However some staff on other national bargaining arrangements, such as Youth and Community workers, will be included in the ballot as it is seen that their negotiations usually take account of the NJC position.

Unrestricted

- 2.5 It should be noted that, for the 5th successive year, there has been no offer of a pay award for Directors and Chief Officers and in the case of the Chief Executive, this is now the 6th year without such an offer.
- 2.6 The Committee will be kept informed of developments.

3 EQUALITIES IMPACT ASSESSMENT

- 3.1 There is no equalities impact to consider.

4 STRATEGIC RISK MANAGEMENT ISSUES

- 4.1 Industrial action would have the potential to impact on services in some areas.

Background Papers

None

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