

**TITLE OF REPORT: LOCAL GOVERNMENT ANNUAL PAY NEGOTIATIONS
2009/10 AND 2010/11**

REPORT OF THE CORPORATE MANAGER HUMAN RESOURCES

Update 2009/10

The 2008/9 pay claim was settled at 2.75%, an initial payment of 2.45% followed by a further 0.3% following arbitration. The Union pay claim for 2009/10 was settled at 1% and this was paid to all staff excluding Chief Officers in October salaries and was back dated to 1st April 2009,

The JNC Chief Officers Pay Claim was also submitted to the Employers on 30th July requesting 1% and the 0.3% from 2008/9. The employers have responded with 0% and a firm stance that this is final and they will not go to arbitration.

Update 2010/11

The main trade unions have already submitted their claim for 2010/11

A £500 flat rate increase or 2.5% - whichever is the greater

The claim is for one year only and distinct from any other negotiations over the Green Book. We would like negotiations to take place in an expeditious manner and for settlement to be reached by 1 April 2010.

An additional claim concerning Green Book conditions will be lodged before Christmas 2009.

The pay claim sets out a long detailed case that can be found on the link below. http://www.unison.org.uk/localgov/pages_view.asp?did=9768

The Concluding Remarks of the pay claim are as follows:-

Our claim seeks to address the ongoing relative decline in NJC workers' earnings, especially when compared to the NHS and almost every other group of public sector workers. Conditions such as annual leave, sick pay and parental rights also need to improve in line with the rest of the public sector through realisation of claims which are long outstanding. Substantial improvement in public services cannot be delivered by a workforce experiencing such high level of redundancies, low pay, low morale and less advantageous conditions than many of the workers they work alongside. Joined- up service delivery – an aim of Government supported by the NJC unions – requires that NJC staff do not continue to see a decline in their pay and conditions relative to other public service workers.

For these reasons, we believe that our claim is a just one, well supported by evidence, and one we hope will be given the very serious consideration it deserves.

The Employers have informed the unions that they would not be making a formal response to the claim until their regional pay briefings are concluded in mid-December.

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