

TITLE OF REPORT: UPDATE ON LOCAL GOVERNMENT ANNUAL PAY NEGOTIATIONS

REPORT OF THE CORPORATE HUMAN RESOURCES MANAGER

2009/10

1% was awarded to all staff except chief officers.

2010/11

There was no pay offer or zero percent.

2011/12

The union have submitted a pay claim for a flat rate rise of £250 for all staff.

The local Government Employers are just starting their round of pay consultation meetings which will run from 1st to 16th December 2010

The employers are consulting on 4 broad options;-

- 1) Not to make any offer (the same as 2010/11)
- 2) To make an offer in line with government policy of £250 for people on pay points of under £21,000. (It has been confirmed by government that pay bargaining in LG remains a matter of free collective bargaining between employers and trade unions)
- 3) To propose a pay cut temporary or permanent (the employers believe this will be difficult because they cannot guarantee this will protect jobs) they recommend that this course of action could only be done at local level.
- 4) To seek agreement to changes in Green Book terms and conditions in return for option 1 in 2011/12 and an across the board small increase in 2012/13 in the form of a two year pay deal.

They recognise that at local level councils are already working on changes to terms and conditions and feel this would benefit LA's by removing the need for duplication of effort and strife at local level. The terms and conditions they propose negotiation on are:-

- Sick Pay
- Annual Leave
- Mileage Rates
- Premium Payments

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