

Update – National Pay Bargaining and Local Government Pension Scheme (LGPS) JSCC 19th December 2012

Pay

The Trade Union Side has submitted the following claim for a pay increase for 2013 - 2014:

A substantial flat rate increase on all scale points as a step towards the longer term objective of restoring pay levels and achieving the living wage as the bottom NJC spinal column point.

The Employers say following informal consultation through regional networks, that the consensus view of most councils is that there should be an appropriate pay offer but that pay should be just one element of a broader package that would include reform of some terms and conditions.

Employers will not hold regional pay consultation briefings this year. They intend to get the negotiating process under way quickly so that any agreement with the unions is achieved in good time ahead of the end of the financial year.

At the point that the Employers are at the stage of getting a potential deal with the unions, they intend to carry out a formal consultative ballot with Councils that sets out the proposals in detail.

Pensions

Update on Auto Enrolment

Auto Enrolment will gradually be phased in from October 2012 onwards, our staging date is 1st January 2014. This means from then we are legally required to enrol eligible staff into the LGPS. Those that are currently employed and eligible to join the LGPS will be enrolled into the LGPS but individuals can still choose to opt-out if they wish.

We have, in practice, always automatically joined new employees to the LGPS and only taken them out if they have chosen not to be in the scheme.

In preparation Auto Enrolment, the following is taking place:-

We have been working closely with our pension scheme administrators (London Pension Fund Authority) to ensure that the LGPS is a qualifying scheme for all groups of staff and planning the relevant communications for staff.

We have been working closely with our HR/Payroll System software provider (Midland HR) to ensure that the system will be able to accommodate the changes required and the relevant updates were done by the end of November 2012.

The Payroll staff attended a seminar run by Midland HR about the changes and following this have been working with the rest of the HR team on the relevant changes that will be required to our recruitment/employment processes to comply with the legislation.

So far a general message has been posted on the intranet for staff and sent to Democratic Services for distribution to Members and nearer to the staging date more detailed communications will be issued.