

## **NATIONAL PAY BARGAINING AND PENSIONS UPDATE**

### **National Pay Bargaining.**

On 15<sup>th</sup> October the Trade Unions (Unison, GMB, and Unite) announced they had reached agreement on the 2014/15 Pay Claim.

“ A minimum increase of £1 an hour on scale point 5 to achieve the Living Wage and the same flat rate increase on all other scale points”.

The trade unions are planning a detailed campaign plan.

Useful Figures:-

Living Wage outside of London rate £7.45.

NJC National pay scales, scale 5, is the pay range of £12,312 to £12,435 (£6.38 to £6.44 per hour)

North Herts District Council pay points below the living wage are Grade 1 scale points 11, 12 and 13. £6.78, £7.02 and £7.26. Grade one is not wide use and the only staff we have at Grade 1 are apprentices, interns and seasonal play workers. The national minimum apprentice rate is £2.68.

Regional Pay briefings have been announced where the Employers seek the views of Councils about affordability and next steps. Our Regional Pay briefing is being held on 12th December.

### **Pensions**

The Local Government Pension Scheme is changing from April 2014.

As part of our programme to provide information about the changes, we have invited the London Pensions Fund Authority, (LPFA) our Pension Scheme providers in to do two sessions on the changes with an opportunity for officers and members to put their questions.

These will take place on:

- Wednesday 4th December 2013, 10 - 11.30am
- Tuesday 11th March 2014, 10 - 11.30am

Staff have been asked to book places through the learning management system and Members invited via MIS.

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