

## **JSCC 26<sup>th</sup> March 2014 - Update**

### **Pensions and National Pay Bargaining**

#### **National Pay Bargaining**

The Trade Union Side submitted the following claim for a pay increase for 2014 - 2015:

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 LG Employers carried out Regionals pay Briefing workshops during November and December.

At these workshops they set out their concerns about how the pay freeze has drawn the lowest National pay points very close to the minimum wage.

The Employer decided to wait until the minimum wage changes are made in April before they respond to the pay claim and this has led to the Trade Unions registering a dispute.

On 28TH February, the Employers were advised (informally) that the trade union side are undertaking preparations for a ballot on industrial action on pay.

The pay negotiations are unlikely to reach any agreement early on in the financial year.

A Pay claim has also be submitted for Chief Officers and the Employers expect that will follow the same timetable as the general pay bargaining for all grades.

#### **Pensions**

An extensive amount of communications has been underway to ensure staff are aware of the changes to the Local Government Pension Scheme (LGPS) coming into effect in April 2014, as well as writing to staff to explain that auto enrolment starts from the 1st of April.

This will have two noticeable changes that will impact on some staff

For those that elected to opt out of the LGPS, they will be automatically re-enrolled into the scheme in April and they will need to inform the London Pension Fund Authority if they want to opt out again.

The changes to the LGPS will mean some staff will have changes to their contribution rates.