

**TITLE OF REPORT: NATIONAL PAY BARGAINING 2014**

REPORT OF THE CORPORATE HUMAN RESOURCES MANAGER

**National Pay Bargaining**

The Trade Union 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 Local Government Employers carried out Regional 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 Employers decided to wait until the minimum wage changes were made in April before they responded 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 were undertaking preparations for a ballot on industrial action on pay.

The ballot returned a “Yes” vote and the first strike day was held on 10 July 2014.

We were formally notified on 22 August that the National Joint Council (NJC) Joint Secretaries had met on 21 August. The statement said that “All parties would like to bring this year’s pay dispute to an end as quickly as possible. The Joint Secretaries share a resolve to create a positive and constructive environment for the future work of the NJC. The Joint Secretaries will be meeting again on 11 September.”

Unison are, however, also carrying on with their campaign and on 26 August, in Issue 44 of their campaign briefing for branches, they encouraged local branches to lobby Council Leaders and MPs on NJC Pay, leading up to another announced day of industrial action on 14 October 2014.