

JOINT STAFF CONSULTATIVE COMMITTEE 27 SEPTEMBER 2017

*PART 1 – PUBLIC DOCUMENT	AGENDA ITEM No. 7
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TITLE OF INFORMATION NOTE – LOCAL GOVERNMENT PAY

INFORMATION NOTE OF THE CORPORATE HUMAN RESOURCES MANAGER

1. SUMMARY

1.1 This is a round up of the latest position on Local Government Pay.

2. STEPS TO DATE

2.1 There is regularly an update to the Joint Staff Consultation Forum to inform the committee of the progress of any national pay negotiations, pay claims, pay awards and any changes in relation to pay and pensions that may be coming up.

3. INFORMATION TO NOTE

3.1 National Pay Bargaining 2017/18

In May 2016 a pay agreement was reached for a 1% pay increase over the next two years with higher increases for the lowest paid to meet the rising rate of the National Living Wage and to work towards it increasing up to the rates expected in 2020.

The pay increases were paid in June 16 Salaries, backdated to 1 April 2016. For the majority of staff the increase was 1% in 2016 and 1% in 2017. This two year pay agreement also set out the intent to review the LG National Pay Spine.

The reason given for the review is that the current pay national spine was devised 20 years ago in 1997 and differentials between pay points no longer follow a logical sequence. There is no consistent pattern to the value of points within the spine with varying differentials between points. The working group has looked at various models to replace it.

It was noted that models looked at so far have produced an estimated increase cost to the Local Government national Pay bill of between 4% and 6% (assuming 1% pay awards in each year of a two year-deal). This will differ dependent on numbers of staff at the lower levels of the current pay spine. A further 2 % to 2.5% cost could arise from the impact of the National Living Wage.

The Employers do not believe it is possible to implement the new pay spine from 1 April 2018, therefore it will be necessary to look at a longer term deal, likely to be two years (to 2019/20) to give authorities time to prepare for implementation of the new pay spine.

3.2 Trade Union Pay Claim 2018/9

The pay claim is positioned by the Trades Unions as a “catch up” pay claim after the pay freezes and 1% increases in recent years.

The pay claim has previously been circulated and calls for a one year deal of 5% increase for all staff and then a deletion of SCP 6-9 in order to reach the voluntary Foundation Living Wage rate.

4. NEXT STEPS

- 4.1 It is anticipated that the National Employers will meet in early/mid-September and will decide how to respond to the unions claim. If there is an offer, the full details will be shared with Councils at that time.

5. APPENDICES

- 5.1 None.

6. CONTACT OFFICERS

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7. BACKGROUND PAPERS

- 7.1 None.