JOINT STAFF CONSULTATIVE COMMITTEE
19 June 2019

PUBLIC DOCUMENT

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 2019/20

April 2019 saw the end of a two year pay deal of 2% 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 Council now pays £9.09 at the lowest pay point, this is the rate paid to the majority of Apprentices. We do not operate any minimum pay or age related minimum pay rates. This pay deal incorporated a review of the LG National Pay Spine although the Council doesn't use this, we do apply salary increases in line with national pay bargaining pay increases.

3.2 Trade Union (Unison) Pay Claim 2019/20

The pay claim is positioned by the Trades Unions as a "bold" pay claim after the pay freezes and low increases in recent years. The pay claim calls for pay deal of 10% or £10 per hour, whichever is greater.

4. NEXT STEPS

4.1 The LG Employers have announced dates for their regional pay briefings and the one for this region is in Cambridge on 16th September. They will seek employer views on affordability and will set out the work the employers have carried out in preparing to respond to the unions claim.

5. APPENDICES

5.1 None.

6. CONTACT OFFICERS

6.1 Kerry Shorrocks – Corporate Human Resources Manager 01462 474224
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7. BACKGROUND PAPERS

7.1 Unison 2019 Pay Claim.