

Motion on Notice – A Fully Funded, Proper Pay Rise for Council Workers

To be proposed by Councillor Jason Wood. Seconded by Erica Lewis, Jack O'Dwyer-Henry Robert Redfern and Faye Penny.

“Lancaster City Council notes:

- 1. Local Government overall has endured central government funding cuts of nearly 50% since 2010.*
- 2. Between 2010 and 2020, Lancaster City Council will have lost 54p out of every £1 they have received from central government.*
- 3. The 2019 Local Government Association (LGA) survey of council finances found that 1 in 3 councils fear they will run out of funding to provide even their statutory, legal duties by 2022/23. This number rises to almost two thirds of councils by 2024/2025 or later.*
- 4. The LGA estimates councils will face a funding gap of £8 billion by 2025.*
- 5. Faced with these cuts from central government, the local government workforce has endured years of pay restraint with the majority of pay points losing 22 per cent of their value since 2009/10.*
- 6. At the same time as seeing their pay go down in real terms, workers experience ever increasing workloads and persistent job insecurity. Across the UK, an estimated 876,000 jobs have been lost in local government since June 2010 – a reduction of 30 per cent. Local government has arguably been hit by more severe job losses than any other part of the public sector.*
- 7. There has been a disproportionate impact on women, with women making up more than three quarters of the local government workforce.*

Lancaster City Council believes:

- 1. Our public service workers are a valuable resource. They keep our communities clean, look after those in need and keep our towns and cities running.*
- 2. Without the professionalism and dedication of our staff, the council services our residents rely on would not be deliverable.*
- 3. Government funding has been cut to such an extent that a proper pay rise could result in a reduction in local government services.*
- 4. The government needs to take responsibility and fully fund increases in pay; it should not put the burden on local authorities whose funding been cut to the bone.*

Lancaster City Council resolves to:

- 1. Support the pay claim submitted by GMB UNISON and Unite on behalf of council workers for a:*
 - a. £10 per hour minimum wage and a 10 per cent uplift across all other pay points in 2020/21,*
 - b. one day increase to the minimum paid annual leave entitlement set out in the Green Book,*
 - c. two hour reduction in the standard working week as set out in the Green Book, and*
 - d. comprehensive joint national review of the workplace causes of stress and mental ill-health throughout local authorities*
- 2. Call on the Local Government Association to make urgent representations to central government to fund the NJC pay claim*

3. *Request the Council Chief Executive write to the Chancellor and Secretary of State to call for a pay increase for local government workers to be funded with new money from central government.*
4. *Request the Cabinet member for Resources meets with local NJC union representatives to convey support for the pay claim.*
5. *Encourage all local government workers across the district to join a union.”*

Officer Briefing Note

The following figures are estimates based on current budget assumptions.

A 10% pay award for all staff would cost the General Fund £1.8m and the HRA £130k. A reduction in working hours with no change in workloads would effectively cost the General Fund a further £1.3m and the HRA £95k.

The current lowest pay rate is approximately £9.50 per hour and though more work would be required to calculate the cost of increasing this to £10, it is not felt that this would be a particularly significant cost due to relatively low numbers currently on this grade.

STATUTORY OFFICER COMMENTS

The **Section 151 Officer** drafted this briefing note and has no further comments.

The **Deputy Monitoring Officer** would draw attention to recommendation (5) to “Encourage all local government workers across the district to join a union”. Contact details are not held for all local government workers in the district however it would be possible to put out encouragement – by way of publicising this resolution - via social media and/or a press release, and the council’s staff newsletter for those who are directly employed by the city council.