

PERSONNEL COMMITTEE

Local Government Pay 2022

Thursday 22nd September

Report of the Head of HR and OD

PURPOSE OF REPORT

To recap on the National Employers pay offer for 22/23, note the related motion from July 2022 Council and confirm the latest position on pay negotiations.

This report is public.

RECOMMENDATION

- (1) That Committee considers the latest position on the pay offer and determines whether any further action is required at this time.**

1.0 Introduction

1.1 The local government pay claim from Trade Union Side Secretaries was received by the National Employers for local government services on 6th June 2022. The employers briefed Councils on it during that month, and formally responded to the pay claim on 25th July 2022.

1.2 The National Employers made a final, one-year (April 2022 to March 2023) offer to the Unions representing NJC 'Green Book' Employees as follows:

- With effect from 1 April 2022, an increase of £1,925 on all NJC pay points 1 and above
- With effect from 1 April 2022, an increase of 4.04 per cent on all allowances
- With effect from 1 April 2023, an increase of one day to all employees' annual leave entitlement
- With effect from 1 April 2023, the deletion of pay point 1 from the NJC pay spine

2.0 Overview

2.1 Shortly after the offer, Trade Unions responded confirming their pay offer consultation timetables. Unison's consultation commenced on 15th August and closed on 19th September. GMB's consultation closes on 21st October, and

Unite's consultation closes on 14th October.

- 2.2 Unison and GMB chose to remain neutral on whether the offer should be accepted or rejected, whereas Unite are consulting with a recommendation that the offer should be rejected.
- 2.3 In response to the pay offer, the Council passed a motion in July that resolves to:
- (1) Support the pay claim submitted by UNISON, GMB and Unite on behalf of council and school workers, for an increase of £2,000 or the current RPI rate, whichever is the greater (along with the various conditions claims proposed)
 - (2) Call on the Local Government Association to make urgent representations to central government to fund the NJC pay claim
 - (3) 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) Meet with local NJC union representatives to convey support for the pay claim and consider practical ways in which the council can support the campaign
 - (5) Encourage all local government workers to join a union
- 2.4 Dialogue with recognised Trade Unions continues at a local officer level as part of the regular framework of meetings. The Head of HR and OD will continue to update staff, Members and Trade Unions on developments as the process progresses.

3.0 Recommendation

- 3.1 That Committee acknowledges the latest position, the additional financial pressure this may create and the on-going uncertainty for staff, and decides on whether any further action is required at this stage.

4.0 Conclusion

- 4.1 The Committee is asked to consider the contents of the report.

**CONCLUSION OF IMPACT ASSESSMENT
(including Health & Safety, Equality & Diversity, Human Rights, Community Safety,
Sustainability and Rural Proofing)**

LEGAL IMPLICATIONS

Legal Services have been consulted and have no further comments to add.

FINANCIAL IMPLICATIONS

The approved budget for 2022/23 included a 2% inflationary increase in relation to salaries paid by the Council. With regard to the pay offer currently out to consultation by the unions, the additional cost to the budget are estimated as follows :-

General Fund	£1.000M
Housing Revenue Account	£0.200M

The pay claim submitted by UNISON, GMB and Unite on behalf of council and school workers, for an increase of £2,000 or the current RPI rate, whichever is the greater (along with the various conditions claims proposed). Given that the latest (July) RPI percentage of 12.3% is currently greater, the additional cost to the budget would potentially be as follows:

General Fund	£2.345M
Housing Revenue Account	£0.509M

It should be noted that all the above figures are not an annual one-off and would be carried forward into future year projections as well contributing to an increased budget gap. This will be considered as part of the forthcoming budget process.

OTHER RESOURCE IMPLICATIONS

Human Resources:

None.

Information Services:

None.

Property:

None.

Open Spaces:

None.

SECTION 151 OFFICER'S COMMENTS

The s151 Officer has been consulted and has no further comments.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no further comments to add.

BACKGROUND PAPERS

Contact Officer: Alex Kinch

Telephone: 01524 582083

E-mail: akinch@lancaster.gov.uk