



NJC Pay 2013 – 2014
Have your say on
local government pay

UNISON Local Government Service Group

NJC Pay Claim 2013-2014

Agreed by the NJC Committee and
Joint TU Side

“A substantial flat rate increase on all scale points as a step towards the longer term objective of restoring pay levels and achieving the living wage as the bottom NJC scale point”

The Final Offer

The Employer's final offer is:

- 1% increase on all scale points from 1 April 2013
- Deletion of scale point 4 (the bottom scale point) from 1 October 2013
- The Employers also suggest that they will consult councils on NJC bargaining on pay only – not conditions

What does the offer mean?

- Below-inflation: RPI 3.3% and CPI 2.8% in March – increase of 0.1% since February
- This means NJC pay continues to fall against the cost of living
- The increase for those on scale point (scp) 4 would be 1% at 1 April and 1.4% from 1 October - 2.4% overall
- There are 28,000 employees – mostly part-time women workers – currently on scp 4

How much is 1%?

- An extra 6 pence an hour – if you are on the bottom pay point earning only £232.92 per week
- An extra 9 pence an hour – if you earn just £341.41 per week
- An extra 13 pence an hour – if you earn £488.50 per week

Your Pay – Your Say

- The offer falls far below our claim for a substantial flat rate increase.
- For this reason, UNISON'S NJC Committee is not recommending it.
- But believe it is the best achievable by negotiation.
- Only sustained all-out strike action could achieve better.

What's the problem?

- No NJC pay rise since April 2009
- Selective use of public sector pay policy
- No £250 for earners below £21,000
- NJC pay scale is the lowest in the public sector
- NJC Pay is lower than for all equivalent jobs elsewhere
- Lower than private sector for 'professionals'
- Below economy-wide median earnings
- Residual gender pay gap

Who are the workers?

- 1.6 million in 2011-12 – declining
- Around 400,000 jobs lost since Coalition
- 77% NJC employees are women
- 55% of all jobs are part-time
- Over 90% of those held by women
- Largest occupations – admin and clerical, social care, school support staff, social workers and housing/welfare workers
- Plus outsourced workers paid by councils

Poor relations of the public sector

Lowest NJC Pay Points Compared to Equivalent Police, Higher Education and Probation Employees

NJC (Apr 12)	Police Staff (Sept 12)	Higher Education (Aug 12)	Probation (Apr 12)	NHS (Apr 12)
12,145	14,779	13,486	14,325	14,153
12,312	15,163	13,839	14,464	14,508
12,489	15,595	14,202	14,604	14,864
12,787	16,024	14,520	14,752	15,279
13,189	16,417	14,905	14,898	15,694

Not just true at the bottom....

Living on the Edge showed that:

- Mid-point, hourly, full time NJC pay has been lower than the rest of the public sector since 2000
- It also fell below the private sector in 2010
- Part-time workers' pay is higher than the private sector – but there are no real private comparisons for many part-time NJC jobs

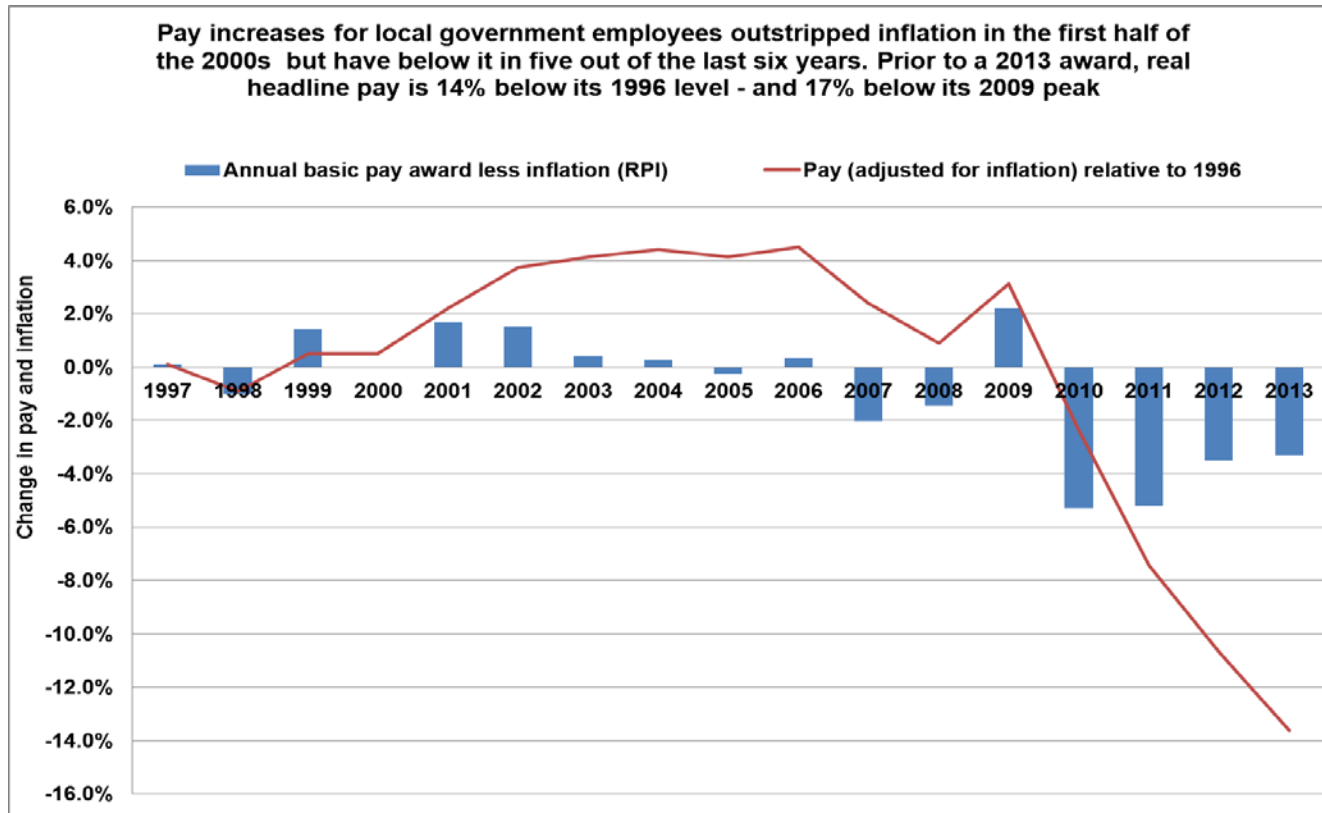
The decline of NJC pay

Living on the Edge shows the decline in NJC pay since 1997 – when the Green Book was agreed:

- Pay awards were below inflation in eight of the years from 1997
- This has had a very negative impact on pay
- There was some increase relative to inflation during Single Status implementation
- Freezes since 2010 have hit NJC pay hard

Long-term pay decline

Pay increases for local government employees outstripped inflation in the first half of the 2000s but have been below it in five out of the last six years. Prior to a 2013 award, real headline pay is 14% below its 1996 level - and 17% below its 2009 peak



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 NJC Pay 2013 – 2014

Not just pay under the cosh!

- The Employers' 'Reducing Workforce Costs' has led to cuts to conditions in many councils.
- Around 50% have moved car users onto HMRC mileage rates from Green Book rates.
- 30% have cut enhanced unsocial hours rates and overtime pay.
- Around a quarter have cut pay locally
- Others have imposed car parking charges or unpaid annual leave.

But not 'Part 2' conditions

- The NJC Committee and the Joint TU Side agreed that we should not negotiate on Part 2 conditions
- Very few councils have cut sick pay and leave
- Or parental rights
- Sick pay and NJC car allowances are their target for further local cuts
- Both are the same – or less generous – than other public sector groups

What happens next?

- All branches are asked to ballot their members over the offer using the standard form
- Only sustained all-out strike action could achieve an improved offer.
- The UNISON NJC Committee will meet on 13 June to consider members' response.
- GMB and UNITE are finalising their consultation arrangements and will end their consultations by the beginning of July
- The Joint TU Side will decide the next steps



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