

**LG/43/2010**

Gill Archer – 0207 551 1340  
Marian Boston – 0207 551 1549

To: Secretaries of Local Government Branches in England  
and Wales (Scotland and Northern Ireland for information)  
Regional Heads of Local Government  
Registered Sectional/Professional Bodies - for information  
Members of the Youth and Community Workers' Committee  
Youth and Community Worker Contacts

29 June 2010

**JNC for Youth and Community Workers: Employers' response to the 2010 Staff Side Pay Claim**

**The circular gives details of the Employers' Side response to the 2010 Staff Side pay claim and proposals for a Staff Side joint campaign.**

The Employers' Side responded to the Staff Side pay claim at the JNC held 17 June 2010.

The main elements of the Staff Side claim are:

- A substantial rise on all grades and allowances for the year 2010-2011
- A joint comparative review of all London and area allowances to be completed by December 2010
- The introduction of an 'on call' allowance and a late night allowance, as of 1 September 2010
- A joint working party to establish a joint job security agreement
- A joint agreement to promote long term funding arrangements for voluntary sector projects

In response, the Employers' Side rejected all elements of the claim apart from an offer to introduce good practice guidance on handling redundancies. In concluding that any pay increase would not be affordable the Employers said that they recognised members would be disappointed but that it would help protect vital council services and reduce the risk of job losses. A copy of the Employers' written response is attached.

The Staff Side countered that there is money available to pay youth and community members a pay rise, but not the political will. We know that most councils have budgeted for a pay increase this year, and for the next two years. Councils have also been adding billions to reserves coming on the top of over zealous efficiency savings.

We also warned about the effects of the recession on young people and pointed out that the need for youth work has never been greater. We cited the Audit Commission's view that councils are not doing enough to prepare their communities for the fallout from the recession and face a surge in social problems such as addiction, alcoholism and domestic violence. We added how could employers expect youth and community workers to help young people deal with the harshest environment for decades when they are so obviously not valued.

The next JNC meeting is fixed for 7 September and it is clear that we face tough negotiations. The Employers have stated that this is their final position and this is a stance they have taken with other bargaining groups most notably the NJC.

The Staff Side has met to consider next steps in our campaign. It is agreed that it makes little sense to concentrate solely on JNC pay as a campaigning issue when job cuts, fear of redundancy, low morale outsourcing and service transformations are all taking place at the same time. The Staff Side's campaign will therefore encompass these wider issues. Material in support of our claim will follow shortly and will include a detailed rebuttal on the points the Employers have made in their written response.

In the meantime please circulate the Employers' response to Youth and Community members in your branch. Any observations on any elements of the Employers' non offer should be fed back to Marian Boston at [m.boston@unison.co.uk](mailto:m.boston@unison.co.uk).

Best wishes,

A handwritten signature in black ink, appearing to read 'Heather Wakefield'.

Heather Wakefield  
National Secretary  
Local Government Service Group

## **Joint Negotiating Committee for Youth and Community Workers**

17 June 2010

Mr Doug Nicholls  
Staff Side Secretary  
CYWU Unite  
211 Broad Street  
Birmingham B15 1AY

Dear Doug

### **JNC for Youth and Community Workers - 2010 Staff Side Pay Claim**

Following the meeting of the JNC today, I am writing to confirm the Employers' response to the 2010 pay claim:

- **A substantial rise on all grades and allowances for the year 2010-11.**

The Employers' Side has considered your claim for a substantial rise on all grades and allowances for the year 2010-11 in the context of the detailed feedback they have received from consultation with local authorities and voluntary organisations. In the light of the clear and consistent message from that consultation process, the Employers have concluded that the financial position in local government is such that any increase would simply not be affordable. Accordingly, the Employers are unable to offer any increase for 2010/11.

The Employers' Side recognise that their decision will be a disappointment to your members, many of whom have been struggling to cope with the effects of the recession. The Employers however have also had to take into account the financial position of councils and voluntary organisations including the impact the recession has had on income and expenditure.

As you know, councils receive income from three sources: government grant, fees and charges for services and council tax. A significant amount comes directly from government grant where, in setting grant levels, government has assumed that significant efficiency savings will be made in local government. Councils have therefore had to achieve those savings simply to maintain services at existing levels.

Income from fees and charges has been severely affected by the economic recession. To take just a few examples: there has been a fall in income from planning applications as a result of reduced activity in the building industry; a fall in income from car parking, leisure centres and other council services as

Employers' Side Secretary: *Sarah Messenger*  
Local Government House, Smith Square,  
London SW1P 3HZ  
Tel 020 7187 7373  
Fax 020 7664 3030

## ***Joint Negotiating Committee for Youth and Community Workers***

*people have adjusted their daily lifestyles; and a fall in interest payments from council investments.*

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*While income has been falling, expenditure has been increasing as councils seek to protect local communities from the worst effects of the recession by, for example, helping to keep people in their own homes, offering support to the unemployed and helping small companies stay afloat.*

*Council tax provides the remainder of income but cannot provide any additional funding for pay as it would have to increase significantly to fund even a small pay increase. The government has also announced that council tax will be frozen for the next two years.*

*Neither do councils have reserves available to fund a pay increase. Councils do hold reserves but these are set at a sensible level to meet medium-term financial commitments such as gritting roads around the clock during the recent cold weather. Reserves are there for one-off items of expenditure, not recurring costs such as pay.*

*There also continue to be significant areas of expenditure related to the workforce. Even without a national pay increase in 2010/11, many councils' and voluntary organisations' pay bills will grow significantly as a result of meeting the cost of annual increments. The impact of recent pay reviews is that in some councils, up to 80% of employees will receive an increment in 2010/11. Employer pension contributions also remain a significant burden.*

- ***A joint comparative review of all London and area allowances to be completed by December 2010.***

*The Employers' Side is unable to agree to undertake a review of London and area allowances within current budgetary constraints and in isolation of other terms and conditions.*

- ***The introduction of an on call allowance and a late night allowance as of 1 September 2010.***

*Employees are not routinely required to be on call or work after 11.00 pm, the main exception being residential. The JNC has issued a joint agreement which details recommended good practice for residentials, TOIL, sleeping in allowances etc. The Employers are therefore unable to agree to any additional allowances.*

- ***A joint working party to establish a Joint Job Security Agreement.***

*To reach an agreement to protect one group of employees over another would be divisive and is neither desirable nor sustainable. The Employers do not agree to the establishment of such an agreement.*

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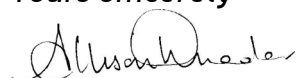
*The Employers are aware of work going on within the National Joint Council for Local Government Services to seek to agree joint guidance on handling redundancies. Once this piece of work is complete, the Employers' Side is content to issue a joint circular encouraging councils to ensure the good practice guidance is also applied to JNC employees.*

- ***A joint agreement to promote long term funding arrangements for voluntary sector projects.***

*This element of the 2010 claim is not within the remit of the JNC.*

*The recession has affected us all and though the Employer' Side recognise that you and your members will be disappointed by their response to the pay claim, it will help protect vital council services and reduce the risk of job losses. This is the final position of the Employers' Side.*

*Yours sincerely*



**Allison Wheeler**

**For Employers' Side Secretary**