

LG/83/2008

Allison Roche 020 7551 1457

a.roche@unison.co.uk

To: Secretaries of Local Government Branches in England, Wales
and Northern Ireland
(Scotland – for information)
Regional Heads of Local Government
Registered Sectional/Professional Bodies - for information
Members of the Chief Officers & Senior Managers Committee

22 December 2008

Consultation on Chief Officers' JNC Pay Claim for 2009

This circular provides details of the consultation on Chief Officers' pay claim for 2009. Branches are asked to consult Chief Officers and Senior Managers on JNC conditions on the claim and respond by 6 February 2009.

The Chief Officers and Senior Managers Committee met on 5 December 2008 and discussed the approach on the 2009 pay claim.

It was agreed to consult branches on the Chief Officers' JNC pay claim 2008. For the past few years there have been a number of claims relating to a revised disciplinary procedure, family friendly policies, carers leave and joint guidance on a fair work life balance for Chief Officers. The Committee agreed that we should continue to pursue these matters via the JNC, but not to include them formally in the pay claim. Branch views are welcomed on this approach.

Options for the 2009/10 claim

In proposing options for the 2009/10 claim, the UNISON Chief Officers and Senior Managers Committee considered carefully:

- High levels of inflation – both Retail Prices Index (RPI) and Consumer Prices Index (CPI)
- Issues surrounding the 2008/09 NJC pay dispute

- The worsening economic situation – with implications for our members and local authority finances
- Pay and conditions elsewhere in the public sector
- Government's public sector pay policy seeking pay increases consistent with a 2% inflation target for the next two years
- The employers' position over pay and conditions - likely to be consistent with the Government's public sector pay policy

Economic factors

RPI inflation has peaked at its highest levels for many years but is now falling back. Below are the key indicators for your consideration:

- RPI: 3.0% - CPI: 4.1% in November 2008. CPI, which excludes housing costs, has risen to meet RPI as housing costs, included in the RPI, have fallen
- RPI is predicted to fall back to in the fourth quarter of 2008 and continue to fall back throughout 2009, averaging 3.8% in the first quarter of the new year and continuing down to reach 1.8% by the fourth quarter. However, the (daily) instability of the world economy makes prediction highly problematic and unreliable
- Earnings in the private sector rose at a headline rate of 3.1% in the year to September 2008, compared with 3.9% in the public sector

In the year to the end of August 2008, the median public sector pay award was 2.5%, compared with 3.5% in the private sector

Therefore in relation to the pay element, the Committee considered two options in relation to the core element of the claim. Whilst we recognize that members might prefer to have an actual % figure in the claim, as it is being submitted in advance and in a time of high economic uncertainty it was felt not to specify a figure.

Conclusion

The UNISON Chief Officers and Senior Managers Committee agreed to consult branches on the basis of the following claim:

- Do we want a claim for a substantial real terms increase on all salary points **or** a one-year, across-the-board pay increase of at least the level of retail price inflation?
- To pursue the outstanding issues relating to terms and conditions via a separate set of proposals to the Chief Officers' JNC

Branches are asked to consult Chief Officers on JNC conditions on the proposed claim and return their results to Allison Roche by **6 February 2009**. A pro forma is attached.

Best wishes

A handwritten signature in black ink that reads "Heather Wakefield." The signature is written in a cursive style with a period at the end.

Heather Wakefield
National Secretary
Local Government Service Group

**CHIEF OFFICERS' JNC PAY CLAIM 2009
CONSULTATION**

Name of Branch:

Local Authority:

Branch contact:

Tel no: **Fax no**

E-mail:

Method of consultation	Individual consultation	<input type="checkbox"/>
	Workplace meeting	<input type="checkbox"/>
	Other (please state)	<input type="checkbox"/>
	

Please provide the branch responses to the following questions:

1 Do you agree the claim should be for a substantial real terms increase on all salary points?
Yes/No

OR

Do you agree the claim should be for a one-year, across-the-board pay increase of at least the level of retail price inflation?
Yes/No

2 Do you agree to separating terms and conditions from the pay claim and submitting a separate proposal to the Chief Officers' JNC?
Yes/No

Are there any further comments you have on the claim?
.....
.....

**Please return this form to Allison Roche, Local Government Service Group,
1 Mabledon Place, London WC1H 9AJ by 6 February 2009.**