

Dweud eich dweud ar gyflog Llywodraeth Leol

Briffio aelodau /lonawr 2016



**PAY
JUSTICE**

for school and council workers

Mae'r Gymdeithas Llywodraeth Leol (LGA) wedi gwneud cynnig cyflog dwy flynedd o 1 Ebrill 2016 tan 31 Mawrth 2018 ar gyfer aelodau o gynghorau, ysgolion ac eraill ar gyflog NJC.

Mae Pwyllgor NJC UNSAIN yn argymhell eich bod yn **gwrthod** y cynnig gan ei fod yn llawer iawn llai na'r hyn sydd ei angen arnoch a'i haeddu ac yn llai na all cyflogwyr ei fforddio. Fodd bynnag, cred y Pwyllgor hefyd mai rhaglen o weithredu diwydiannol yn unig, a allai gynnwys streic lwyr, ddewisol a gweithredu heb streicio, a allai lwyddo i sicrhau cynnig gwell.

Beth ddylech chi ei wneud nawr?

Mae aelodau UNSAIN yn cael eu hymgyngori am y cynnig a'r gweithredu diwydiannol. Bydd eich cangen yn ceisio'ch barn – drwy bleidlais drwy'r post neu'n electronig a/neu gyfarfodydd yn y gweithle. Gofynnwch i gael gweld papur ymgynghori os nad ydych wedi gwneud hynny eisoes.

Sicrhewch eich bod yn cael dweud eich dweud! Sicrhewch eich bod yn dweud wrth eich cydweithwyr

Dyma gyfle gwych i ddweud wrth eich cydweithwyr bod UNSAIN yn brwydro am gynnig cyflog gwell ac i gael y rhai nad ydynt yn aelodau i ymuno â ni. Rhaid bod yn aelod i elwa!

Cynnig y Cyflogwr

Mae'r LGA wedi ymateb i'n hawliad gyda chynnig dwy flynedd fel a ganlyn:

O 1 Ebrill 2016:

- Ar SCP 6, £900 (cyfateb i 6.6%)
- Ar SCP 7, £900 (cyfateb i 6.6%)
- Ar SCP 8, £900 (cyfateb i 6.5%)
- Ar SCP 9, £900 (cyfateb i 6.4%)
- Ar SCP 10, £900 (cyfateb i 6.3%)
- Ar SCP 11, £300 (cyfateb i 2.0%)
- Ar SCP 12, £300 (cyfateb i 2.0%)
- Ar SCP 13, £250 (cyfateb i 1.6%)
- Ar SCP 14, £250 (cyfateb i 1.5%)
- Ar SCP 15, £200 (cyfateb i 1.2%)
- Ar SCP 16, £200 (cyfateb i 1.2%)
- Ar SCP 17, £175 (cyfateb i 1.01%)
- Ar SCPs 18 ac uwch, 1.0%

O 1 Ebrill 2017:

- Ar SCP 6, £500 (cyfateb i 3.4%)
- Ar SCP 7, £500 (cyfateb i 3.4%)
- Ar SCP 8, £475 (cyfateb i 3.2%)
- Ar SCP 9, £400 (cyfateb i 2.6%)
- Ar SCP 10, £375 (cyfateb i 2.5%)
- Ar SCP 11, £300 (cyfateb i 1.9%)
- Ar SCP 12, £300 (cyfateb i 1.9%)
- Ar SCP 13, £300 (cyfateb i 1.9%)
- Ar SCP 14, £300 (cyfateb i 1.8%)
- Ar SCP 15, £300 (cyfateb i 1.8%)
- Ar SCP 16, £250 (cyfateb i 1.5%)
- Ar SCP 17, £225 (cyfateb i 1.3%)
- Ar SCPs 18 ac uwch, 1.0%

Mae'r rhain yn gynydd ar bwyntiau graddfa NJC **NID** graddau. Bydd angen i chi weld beth fydd eu harwyddocâd o fewn eich strwythur cyflog a gradd lleol. Gwiriwch gyda'ch cangen.

Mae'r graddfeydd cyflog yn cymharu'r cyflog presennol gyda chynnig yr LGA ar gyfer 2016 a 2017 wedi eu rhestru ar gefn y daflen hon.

Mae'r LGA wedi cytuno i'n hawliad hefyd am adolygiad ar y cyd o weithio yn ystod y tymor.

Nid oedd yr LGA yn fodlon derbyn ein hawliad i gadw a diogelu amodau a thelerau Rhan 2 o'r Llyfr Gwyrdd.



Ymateb UNSAIN i'r cynnig

Cyfarfu Pwyllgor NJC UNSAIN ar 7 Ionawr i ystyried y cynnig a phenderfynu ei **wrthod** am y rhesymau canlynol:

- bydd 60% o gyflogaion NJC ar bwynt graddfa 18 ac uwch yn cael 1% yn unig ar 1 Ebrill 2016 a 2017
- Mae'r cynnig am ddwy flynedd. Saif chwyddiant RPI ar hyn o bryd ar 1% ond rhagwelir y bydd yn codi i gymaint â 3% yn 2017 a 3.3% yn 2018. Golyga hyn y bydd gwerth eich cyflog yn gostwng fwy fyth
- Pwrpas y cynnydd uwch ar bwynt graddfa 6-8 yw i sicrhau bod cyflogwyr yn cydymffurfio â'r Cyflog Byw Cenedlaethol o £7.20, i gychwyn o 1 Ebrill 2016. Byddai'n rhaid i aelodau sydd yn is na'r gyfradd NLW dderbyn cymaint â hyn o gyflog, waeth beth yw'r cynnig. Os na fyddai cyflogwyr yn talu, byddent yn torri'r gyfraith
- Pwrpas y cynnydd uwch ar bwyntiau graddfa 6-17 yw i sicrhau bod cyflogwyr yn 'achub y blaen' ar gynnydd pellach angenrheidiol i gyrraedd cyfradd y Cyflog Byw Cenedlaethol yn 2020 – sy'n debygol o fod tua £9.35 yr awr
- Beth bynnag, mae bron i ddwy ran o dair o gynghorau bellach yn talu'r Cyflog Byw gwirioneddol o £7.85 yr awr a £9.15 yn Llundain, fel na fyddent yn wynebu cost y Cyflog Byw Cenedlaethol. Mae amcangyfrif y cyflogwyr o gost ein hawliad yn rhy uchel
- Bydd aelodau sy'n rhan o Gynllun Pensiwn Llywodraeth Leol (LGPS) yn cychwyn talu cyfraniadau Yswiriant Gwladol o 1 Ebrill 2016 pan fydd 'contractio allan' yn dod i ben, gan leihau gwerth y cynnig cyflog ymhellach
- Byddai mwy na hanner cost ein hawliad am Gyflog Byw gwirioneddol y Deyrnas Unedig am y cyflog isaf a £1 yr awr ar gyfer pawb sydd uwchben y gyfradd honno, yn cael ei hysgwyddo gan dreth uwch ac incwm Yswiriant Gwladol a llai o gostau buddion
- Mae nifer o gyflogwyr yn cwtdogi ar dâl salwch, gwyliau blynyddol a telerau NJC eraill. Gwrthododd y cyflogwyr fodloni ein hawliad i ddiogelu'r telerau hyn i'r dyfodol.

Am ragor o wybodaeth ewch i unison.org.uk



Graddfeydd cyflog NJC ar gyfer 2015, 2016 a 2017

SCP	01-Ebrill-15	Fesul awr	01-Ebrill-16	Fesul awr	01-Ebrill-17	Fesul awr
5 (Tan 1-Hydref-15)	£13,500	£7.00				
6	£13,614	£7.06	£14,514	£7.52	£15,014	£7.78
7	£13,715	£7.11	£14,615	£7.58	£15,115	£7.83
8	£13,871	£7.19	£14,771	£7.66	£15,246	£7.90
9	£14,075	£7.30	£14,975	£7.76	£15,375	£7.97
10	£14,338	£7.43	£15,238	£7.90	£15,613	£8.09
11	£15,207	£7.88	£15,507	£8.04	£15,807	£8.19
12	£15,523	£8.05	£15,823	£8.20	£16,123	£8.36
13	£15,941	£8.26	£16,191	£8.39	£16,491	£8.55
14	£16,231	£8.41	£16,481	£8.54	£16,781	£8.70
15	£16,572	£8.59	£16,772	£8.69	£17,072	£8.85
16	£16,969	£8.80	£17,169	£8.90	£17,419	£9.03
17	£17,372	£9.00	£17,547	£9.10	£17,772	£9.21
18	£17,714	£9.18	£17,891	£9.27	£18,070	£9.37
19	£18,376	£9.52	£18,560	£9.62	£18,746	£9.72
20	£19,048	£9.87	£19,238	£9.97	£19,430	£10.07
21	£19,742	£10.23	£19,939	£10.33	£20,138	£10.44
22	£20,253	£10.50	£20,456	£10.60	£20,661	£10.71
23	£20,849	£10.81	£21,057	£10.91	£21,268	£11.02
24	£21,530	£11.16	£21,745	£11.27	£21,962	£11.38
25	£22,212	£11.51	£22,434	£11.63	£22,658	£11.74
26	£22,937	£11.89	£23,166	£12.01	£23,398	£12.13
27	£23,698	£12.28	£23,935	£12.41	£24,174	£12.53
28	£24,472	£12.68	£24,717	£12.81	£24,964	£12.94
29	£25,440	£13.19	£25,694	£13.32	£25,951	£13.45
30	£26,293	£13.63	£26,556	£13.76	£26,822	£13.90
31	£27,123	£14.06	£27,394	£14.20	£27,668	£14.34
32	£27,924	£14.47	£28,203	£14.62	£28,485	£14.76
33	£28,746	£14.90	£29,033	£15.05	£29,323	£15.20
34	£29,558	£15.32	£29,854	£15.47	£30,153	£15.63
35	£30,178	£15.64	£30,480	£15.80	£30,785	£15.96
36	£30,978	£16.06	£31,288	£16.22	£31,601	£16.38
37	£31,846	£16.51	£32,164	£16.67	£32,486	£16.84
38	£32,778	£16.99	£33,106	£17.16	£33,437	£17.33
39	£33,857	£17.55	£34,196	£17.72	£34,538	£17.90
40	£34,746	£18.01	£35,093	£18.19	£35,444	£18.37
41	£35,662	£18.48	£36,019	£18.67	£36,379	£18.86
42	£36,571	£18.96	£36,937	£19.15	£37,306	£19.34
43	£37,483	£19.43	£37,858	£19.62	£38,237	£19.82
44	£38,405	£19.91	£38,789	£20.11	£39,177	£20.31
45	£39,267	£20.35	£39,660	£20.56	£40,057	£20.76
46	£40,217	£20.85	£40,619	£21.05	£41,025	£21.26
47	£41,140	£21.32	£41,551	£21.54	£41,967	£21.75
48	£42,053	£21.80	£42,474	£22.02	£42,899	£22.24
49	£42,957	£22.27	£43,387	£22.49	£43,821	£22.71

Have your say on Local Government pay

Members' briefing/January 2016



PAY JUSTICE

for school and council workers

The Local Government Association (LGA) has made a two-year pay offer from 1 April 2016 to 31 March 2018 for council, school and other members on NJC pay.

UNISON's NJC Committee is recommending that you **reject** the offer because it is far less than you need or deserve and less than employers can afford. However, the Committee also believes that only a programme of industrial action which could include all-out, selective and action short of strike action could achieve an improved offer.

What should you do now?

UNISON members are being consulted over the offer and industrial action. Your branch will be asking for your views – through a postal or electronic ballot and/or workplace meetings. Ask to see the consultation paper if you haven't already.

Make sure you have your say! Make sure you tell your workmates

This is a great opportunity to tell your workmates that UNISON is fighting for a better pay offer and to get non-members to join us. They must be 'in it to win it'!

The Employers' offer

The LGA has responded to our claim with a two-year offer as follows:

From 1 April 2016:

- On SCP 6, £900 (equivalent to 6.6%)
- On SCP 7, £900 (equivalent to 6.6%)
- On SCP 8, £900 (equivalent to 6.5%)
- On SCP 9, £900 (equivalent to 6.4%)
- On SCP 10, £900 (equivalent to 6.3%)
- On SCP 11, £300 (equivalent to 2.0%)
- On SCP 12, £300 (equivalent to 2.0%)
- On SCP 13, £250 (equivalent to 1.6%)
- On SCP 14, £250 (equivalent to 1.5%)
- On SCP 15, £200 (equivalent to 1.2%)
- On SCP 16, £200 (equivalent to 1.2%)
- On SCP 17, £175 (equivalent to 1.01%)
- On SCPs 18 and above, 1.0%

From 1 April 2017:

- On SCP 6, £500 (equivalent to 3.4%)
- On SCP 7, £500 (equivalent to 3.4%)
- On SCP 8, £475 (equivalent to 3.2%)
- On SCP 9, £400 (equivalent to 2.6%)
- On SCP 10, £375 (equivalent to 2.5%)
- On SCP 11, £300 (equivalent to 1.9%)
- On SCP 12, £300 (equivalent to 1.9%)
- On SCP 13, £300 (equivalent to 1.9%)
- On SCP 14, £300 (equivalent to 1.8%)
- On SCP 15, £300 (equivalent to 1.8%)
- On SCP 16, £250 (equivalent to 1.5%)
- On SCP 17, £225 (equivalent to 1.3%)
- On SCPs 18 and above, 1.0%

These are increases on NJC scale points **NOT** grades. You will need to see what they mean within your local pay and grading structure. Check with your branch.

Pay scales comparing current pay with the LGA's offer for 2016 and 2017 are on the back of this leaflet.

The LGA also agreed to our claim for a joint review of term-time working

The LGA was not prepared to meet our claim for the retention and protection of Green Book Part 2 terms and conditions.



UNISON's response to the offer

UNISON's NJC Committee met on 7 January to consider the offer and decided to **reject** it for the following reasons:

- 60% of NJC employees on scale point 18 and above will receive just 1% on 1 April in 2016 and 2017
- The offer is for two years. RPI inflation currently stands at 1% but is predicted to rise to as much as 3% in 2017 and 3.3% in 2018. This means that the value of your pay will decline even further
- The higher increases on scale point 6-8 are to ensure that employers comply with the statutory National Living Wage (NLW) of £7.20 pence, to start on 1 April 2016. Members below the NLW rate would **have** to be paid this, regardless of the offer. If employers didn't pay, they would be breaking the law.
- The higher increases on scale points 6-17 are also to ensure that employers 'keep ahead' of further rises needed to reach the National Living Wage rate in 2020 – likely to be around £9.35 an hour
- In any case, almost two thirds of councils are now paying the real Living Wage of £7.85 pence an hour and £9.15 pence in London, so they would not face the cost of the National Living Wage. The employers' estimate of the cost of our claim is over-inflated
- Members in the Local Government Pension Scheme (LGPS) will start paying National Insurance contributions from 1 April 2016 when 'contracting out' ends, reducing the value of the pay offer further
- More than half of the cost of our claim for the real UK Living Wage for the lowest paid and £1 an hour for everyone above that rate would be met from higher tax and National Insurance income and reduced benefit costs.
- Many employers are cutting sick pay, annual leave and other NJC conditions. The employers refused to meet our claim for future protection of these conditions.

For more information visit unison.org.uk



NJC pay scales for 2015, 2016 and 2017

SCP	01-Apr-15	Per hour	01-Apr-16	Per hour	01-Apr-17	Per hour
5 (Until 1-Oct-15)	£13,500	£7.00				
6	£13,614	£7.06	£14,514	£7.52	£15,014	£7.78
7	£13,715	£7.11	£14,615	£7.58	£15,115	£7.83
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