

Have your say on Local Government pay

Members' briefing Outer London/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 April 2016:

- On SCP 6, £1,077 (equivalent to 6.6%)
- On SCP 7, £1,071 (equivalent to 6.6%)
- On SCP 8, £1,065 (equivalent to 6.5%)
- On SCP 9, £1,059 (equivalent to 6.4%)
- On SCP 10, £1,056 (equivalent to 6.3%)
- On SCP 11, £366 (equivalent to 5.4%)
- On SCP 12, £366 (equivalent to 3.7%)
- On SCP 13, £279 (equivalent to 1.6%)
- On SCP 14, £279 (equivalent to 1.5%)
- On SCP 15, £222 (equivalent to 1.2%)
- On SCP 16, £222 (equivalent to 1.2%)
- On SCP 17, £192 (equivalent to 1.00%)
- On SCPs 18 and above, 1.0%

From April 2017:

- On SCP 6, £597 (equivalent to 3.4%)
- On SCP 7, £594 (equivalent to 3.4%)
- On SCP 8, £564 (equivalent to 3.2%)
- On SCP 9, £471 (equivalent to 2.7%)
- On SCP 10, £441 (equivalent to 2.5%)
- On SCP 11, £336 (equivalent to 2.4%)
- On SCP 12, £333 (equivalent to 2.2%)
- On SCP 13, £333 (equivalent to 2.0%)
- On SCP 14, £333 (equivalent to 1.8%)
- On SCP 15, £333 (equivalent to 1.8%)
- On SCP 16, £276 (equivalent to 1.5%)
- On SCP 17, £249 (equivalent to 1.3%)
- On SCPs 18 and above, 1.0%

These are increases on GLPC Outer London 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



Local Government Pay - GLPC Outer London Pay Scales 2016-17 to 2017-18 (proposed)

SCP	Current 2015/16		Proposed 2016/17		Proposed 2017/18	
	Per annum	Per hour	Per annum	Per hour	Per annum	Per hour
6	£16,287	£8.68	£17,364	£9.25	£17,961	£9.57
7	£16,320	£8.69	£17,391	£9.27	£17,985	£9.58
8	£16,422	£8.75	£17,487	£9.32	£18,051	£9.62
9	£16,575	£8.83	£17,634	£9.39	£18,105	£9.65
10	£16,833	£8.97	£17,889	£9.53	£18,330	£9.77
11	£17,013	£9.06	£17,935	£9.55	£18,357	£9.78
12	£17,334	£9.23	£17,981	£9.58	£18,375	£9.79
13	£17,748	£9.46	£18,027	£9.60	£18,396	£9.80
14	£18,045	£9.61	£18,324	£9.76	£18,657	£9.94
15	£18,381	£9.79	£18,603	£9.91	£18,936	£10.09
16	£18,783	£10.01	£19,005	£10.12	£19,281	£10.27
17	£19,182	£10.22	£19,374	£10.32	£19,623	£10.45
18	£19,524	£10.40	£19,719	£10.51	£19,917	£10.61
19	£20,193	£10.76	£20,394	£10.86	£20,598	£10.97
20	£20,856	£11.11	£21,066	£11.22	£21,276	£11.33
21	£21,552	£11.48	£21,768	£11.60	£21,984	£11.71
22	£22,062	£11.75	£22,284	£11.87	£22,506	£11.99
23	£22,659	£12.07	£22,887	£12.19	£23,115	£12.31
24	£23,334	£12.43	£23,568	£12.56	£23,802	£12.68
25	£24,027	£12.80	£24,267	£12.93	£24,510	£13.06
26	£24,744	£13.18	£24,990	£13.31	£25,242	£13.45
27	£25,506	£13.59	£25,761	£13.72	£26,019	£13.86
28	£26,277	£14.00	£26,541	£14.14	£26,805	£14.28
29	£27,252	£14.52	£27,525	£14.66	£27,801	£14.81
30	£28,104	£14.97	£28,386	£15.12	£28,668	£15.27
31	£28,935	£15.42	£29,223	£15.57	£29,517	£15.73
32	£29,727	£15.84	£30,024	£16.00	£30,324	£16.16
33	£30,555	£16.28	£30,861	£16.44	£31,170	£16.61
34	£31,368	£16.71	£31,683	£16.88	£31,998	£17.05
35	£31,986	£17.04	£32,307	£17.21	£32,628	£17.38
36	£32,784	£17.47	£33,111	£17.64	£33,444	£17.82
37	£33,660	£17.93	£33,996	£18.11	£34,338	£18.29
38	£34,590	£18.43	£34,935	£18.61	£35,286	£18.80

SCP	Current 2015/16		Proposed 2016/17		Proposed 2017/18	
	Per annum	Per hour	Per annum	Per hour	Per annum	Per hour
39	£35,655	£19.00	£36,012	£19.19	£36,372	£19.38
40	£36,558	£19.48	£36,924	£19.67	£37,293	£19.87
41	£37,476	£19.97	£37,851	£20.17	£38,229	£20.37
42	£38,376	£20.44	£38,760	£20.65	£39,147	£20.86
43	£39,297	£20.94	£39,690	£21.14	£40,086	£21.36
44	£40,218	£21.43	£40,620	£21.64	£41,025	£21.86
45	£41,073	£21.88	£41,484	£22.10	£41,898	£22.32
46	£42,030	£22.39	£42,450	£22.62	£42,876	£22.84
47	£42,951	£22.88	£43,380	£23.11	£43,815	£23.34
48	£43,869	£23.37	£44,307	£23.60	£44,751	£23.84
49	£44,766	£23.85	£45,213	£24.09	£45,666	£24.33
50	£45,690	£24.34	£46,146	£24.58	£46,608	£24.83
51	£46,608	£24.83	£47,073	£25.08	£47,544	£25.33
52	£47,535	£25.32	£48,009	£25.58	£48,489	£25.83
53	£48,477	£25.83	£48,963	£26.09	£49,452	£26.35
54	£49,452	£26.35	£49,947	£26.61	£50,445	£26.87
55	£50,451	£26.88	£50,955	£27.15	£51,465	£27.42
56	£51,441	£27.41	£51,954	£27.68	£52,476	£27.96
57	£52,425	£27.93	£52,950	£28.21	£53,478	£28.49
58	£53,406	£28.45	£53,940	£28.74	£54,480	£29.02
59	£54,402	£28.98	£54,945	£29.27	£55,494	£29.56
60	£55,383	£29.51	£55,938	£29.80	£56,496	£30.10
61	£56,367	£30.03	£56,931	£30.33	£57,501	£30.63
62	£57,363	£30.56	£57,936	£30.87	£58,515	£31.17
63	£58,350	£31.09	£58,935	£31.40	£59,523	£31.71
64	£59,331	£31.61	£59,925	£31.93	£60,525	£32.24
65	£60,324	£32.14	£60,927	£32.46	£61,536	£32.78
66	£61,590	£32.81	£62,205	£33.14	£62,829	£33.47
67	£62,877	£33.50	£63,507	£33.83	£64,140	£34.17
68	£64,191	£34.20	£64,833	£34.54	£65,481	£34.89
69	£65,544	£34.92	£66,198	£35.27	£66,861	£35.62
70	£66,915	£35.65	£67,584	£36.01	£68,259	£36.37

Some of the percentage increases in London differ slightly to the national ones. This is due to the London convention of rounding all pay points up or down to the nearest figure which is exactly divisible by three.