



For council and school workers

2020-21 NJC Pay Consultation



## What is the NJC?

- The National Joint Council (NJC) is made up of representatives from UNISON, other trade unions and employers (the Local Government Association)
- The NJC negotiate local government pay for England, Northern Ireland and Cymru/Wales
- Unions submit a pay claim every year
- The employers respond with a pay offer



## What is the NJC?

- UNISON consults members on the pay offer
- The final pay award is applied to the NJC pay spine
- The NJC pay spine is used by councils and schools to construct their local pay grades
- London and some other councils have their own pay spines



## Background to this year's pay offer



- Local Government has suffered huge funding cuts since 2010
- Pay has fallen by approx. 20% since 2010
- The LGA chose not to join unions in asking the government for more funding for pay
- COVID-19 has left councils with even more uncertainty about their future finances



## The NJC Pay Claim 2020-21

### **UNISON and other unions asked for:**

- £10 per hour for NJC SCP 1
- A 10% increase on all other pay points

### **In addition:**

- 1 day increase to minimum annual leave
- 2 hour reduction to the standard working week
- A national review into stress and mental health

## NJC Pay Offer 2020-21



**In February the employers responded with an initial offer:**

- A 2% pay increase
- A one-day increase in the Green Book minimum level of annual leave
- Joint work on mental health

The unions rejected this offer and entered into further negotiations.

## NJC Pay Offer 2020-21



**The employers responded with this final offer:**

- A 2.75% pay increase
- A one-day increase in the Green Book minimum level of annual leave
- Joint work on mental health

## Comparing the claim with the offer



What we asked for	What employers have offered
10% pay increase £10 an hour minimum wage	2.75% pay increase £9.25 an hour minimum wage
1 day increase to minimum level of annual leave	1 day increase to minimum level of annual leave – new starters
2 hour reduction to the working week	No reduction to the working week
National review into stress/mental health	Joint work on stress/mental health



## Greater London

- Greater London Provincial Council (GLPC) has two separate pay spines (inner and outer)
- Includes London Weighting
- Percentage increase would be applied to GLPC spines in the same way



## Pay offer examples



SCP	2019 Hourly Pay	2019 Annual Pay	2020 Hourly Pay	2020 Annual Pay
6	£9.94	£19,171	£10.21	£19,698
12	£11.19	£21,589	£11.50	£22,183
20	£13.11	£25,295	£13.47	£25,991
26	£15.36	£29,636	£15.78	£30,451

# UNISON NJC Committee



## The NJC committee met on 5 June and decided:

- It is the best offer achievable by negotiation
- Not to make a recommendation to members - the offer falls far short of what members deserve, but councils face funding difficulties and inflation is low
- To launch a member consultation on the offer asking members to accept or reject the offer
- If members wish to reject the offer, you need to be prepared to take industrial action



## Who is covered by NJC?

- Different NJC councils using the NJC pay spine have different grading structures
- Some NJC councils do not use the NJC pay spine – or have a local variant of it
- Ask your branch if you don't know what your local grading structure looks like
- Some non-local authority employers are covered – ask your branch/region if you're not sure

## Consultation Timetable

- Week of 22 June: A full consultation pack will be sent to UNISON branches
- Branches will send information to members, asking you to accept or reject the pay offer
- You will have around six weeks to make up your mind and discuss with other members



## What you need to do

- Make sure your branch has your email address!
- You will be asked to vote to accept or reject the offer
- Check your membership details are up to date, so that your branch is able to consult you
- We need a high turnout so we have an accurate picture of all members' views
- Remember to vote in the consultation - it's your union and your pay!

