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

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

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<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>6</td>
<td>£9.94</td>
<td>£19,171</td>
<td>£10.21</td>
<td>£19,698</td>
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<td>12</td>
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<td>20</td>
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<td>26</td>
<td>£15.36</td>
<td>£29,636</td>
<td>£15.78</td>
<td>£30,451</td>
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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!