

**NATIONAL AND LOCAL PAY NEGOTIATIONS UPDATE**

*To:* **Staffing and Appeals Committee**

*Date:* **6th March 2018**

*From:* **Martin Cox, HR Director**

*Purpose:* **To update Committee on the National Local Government Pay offer.**

*Recommendation:* **The Committee is asked to note national and local pay negotiations update.**

<b><i>Officer contact:</i></b>		<b><i>Member contact</i></b>	
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## **1.0 Background**

- 1.1 Cambridgeshire County Council's pay grades 1 – S02 are part of the NJC nationally agreed local government pay rates. The National Employers for Local Government Services are currently in negotiations with Trades Unions on a proposed two year pay deal.

## **2.0 The Pay Offer**

- 2.1 National Employers Representatives made a 2 year offer on 5th December, which included a new pay proposal for the lowest paid resulting in an uplift of 2 per cent on 1 April 2018 for the majority of NJC employees, and a further 2 per cent on 1 April 2019, with those on lower salaries receiving higher increases. The offer also includes the introduction of a new national pay spine on 1 April 2019. A further update from the National Employers has confirmed that Trades Unions have decided to ballot members, and the results of this ballot will be known in mid-March. Different Trade Unions are advising their members differently, but it is important at this stage to note they decided to ballot on the offer.
- 2.2 We recognise how important our employees are to the services we provide to Cambridgeshire, but we also have to consider the cost implications this would bring. Should this pay offer be agreed, the Council would have to fund this within its existing resources. In Business Planning to date, the Council has budgeted on the current employer offer for NJC staff for 2018/19.
- 2.3 Once the national pay offer has been agreed, further pay modelling will need to take place to budget for the 2019/20 increases. As well as the percentage uplift, the proposed pay offer makes changes to the bottom of the pay spine, resulting in us potentially having to carry out a review of the pay grade breaks and combining some of the lower grades.
- 2.4 The Professional and Management Grades in Cambridgeshire County Council are not part of the national pay negotiations and therefore a local decision needs to take place in relation to the pay offer for this group of staff. Consideration of the national negotiations will be made when looking at options.

<b>Source Documents</b>	<b>Location</b>
National Employers Representatives Offer – 5 December 2017	Martin Cox HR Director, LGSS Cambridgeshire County Council Box No: OCT 1106 Shire Hall Cambridge CB3 0AP  MCox@Northamptonshire.gov.uk