

**LG/9/2013**

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To: Secretaries of Local Government Branches in England, Wales  
and Northern Ireland(Scotland – for information)  
Regional Heads of Local Government  
Registered Professional/Sectional Bodies - for information

26 February 2013

Dear Colleagues

**PAY MATTERS - NJC PAY NEGOTIATIONS 2013 -2014**

**This circular is to inform you of developments at the NJC Joint Executive held on 21 February 2013, to discuss the NJC TU Side's pay claim for 2013- 2014. A UNISON NJC Committee has been called for 27 February to consider the options put forward by the Local Government Employers which are set out below.**

The Trade Union Side of the NJC Executive met the Employers' Side this afternoon to receive a formal response to our claim for 2013 -2014.

The Employers responded with two options – set out below. Option 1 is their stated “preferred option”. As you can see, it includes 1% on all pay points, changes to NJC Mileage Rates (not NJC essential and casual car user allowances) and replacement of the unilateral arbitration clause with a bilateral clause – both from a date to be agreed. It also includes 1 day of additional annual leave on the basic entitlement and extension of the continuous service provision from 5 to 10 years.

The second “no strings” option is for 1% on spinal column points from 4 to 10 and 0.6% on all pay points from 11 upwards. Option 2 is included as a default option, in the event that Option 1 is rejected.

## NJC COMMITTEE

The NJC Committee will discuss both “options” at its meeting on 27 February and make a recommendation to members to reject or accept one or both of the “options”. Unite will meet on 28 February to discuss the options. The GMB will meet on 6 March. The Joint Trade Union Side will then meet at a date to be fixed, where its position will be agreed. The NJC Committee has previously confirmed that there will be an all-member branch consultation on any final offer this year, in line with Service Group procedures – in this case, this will be the Trade Union Side’s response to the “options” below.

## THE “OPTIONS”

### Option 1

- 1.0% on all pay points from 1 April 2013
- NJC mileage rates replaced by HMRC Approved Mileage Rates (<http://www.hmrc.gov.uk/rates/travel.htm>) for those councils currently applying NJC rates, from a date to be agreed (*Green Book Part 2 Para 12 and Part 3 Para 6 refers*)
- Unilateral arbitration clause replaced by bilateral reference, from date to be agreed (*Green Book Constitution Para 17 refers*)
- An increase in the minimum paid annual leave entitlement from 21 days to 22 days, from a date to be agreed (*Green Book Part 2 Para 7.2 refers*)
- Increase in continuous service entitlement for the purposes of calculation of entitlements to annual leave, occupational maternity leave / pay and occupational sick pay from return to service within five years to within ten years of the original transfer, from a date to be agreed (*Green Book Part 2 Para 14.2 and 14.3 refers*)
- Joint statement providing a list of the issues on which both Sides agree to commence immediate serious discussions.

(NB: all dates for implementation of changes to be agreed as part of final deal)

### Option 2

- 1.0% on pay points 4 to 10 from 1 April 2013
- 0.6% on pay points 11 and above from 1 April 2013

We will keep you updated on future developments. In the meantime, please share this information with members.

Yours Sincerely



Heather Wakefield  
National Secretary  
Local Government Service Group