

COMMITTEE: ADMINISTRATION
DATE: 7 NOVEMBER 2007
SUBJECT: PAY AWARD 2007/8
REPORT BY: HEAD OF HR
CONTACT OFFICER: CHRIS GOULDING 6291

IMPLICATIONS:

| | |
|-------------------|-------------------------|
| LEGAL | COMMUNITY SAFETY |
| EQUALITIES | ENVIRONMENT |
| FINANCIAL | CONSULTATIONS ✓ |
| STAFFING | OTHER |

WARDS AFFECTED: None

PURPOSE

1. The purpose of this report is to advise the Committee of the outcome of the national negotiations between the Employers Organisation and the Trade Unions regarding the annual pay award for all employees with the exception of those employees employed as teachers and other technical and professional employees in schools.

RECOMMENDATION(S)

2. **Administration Committee is recommended to note:**
 - (i) **that the recognised Trade Unions have formally agreed to accept the offer from the Employers Organisation of 2.475% pay award for 2007/8. This affects all employees with the exception of those employed as teachers in schools.**
 - (ii) **There are three other groups of employees where no settlement has yet been agreed:**

(iii) **No settlement has been agreed for craft workers. UCATT who represents craft workers has announced that it intends to ballot its members on the employers' offer.**

(iv) **No settlement has yet been agreed for employees affected by Soulbury terms and conditions and for youth Workers.**

BACKGROUND

3. The Committee will note that the Employers Organisations negotiated a three-year deal with the national trade union Secretaries that ended on 31 March 2007.
4. For one year only i.e. 2007/8, the Employers Organisation wanted to secure a deal to allow more structured negotiations to take place to reach a further three-year deal for 2008/11.
5. The negotiations to reach a settlement have been protracted. The Employers Organisations originally offered on the table a 2% pay offer. This was a target set by the then Chancellor of the Exchequer. The Employers Organisation embarked on a road show to consult each region about the limits of that offer and emerged with a revised offer of 2.475% that was put before the trade unions.

REPORT

6. The recognised trade unions have consulted and balloted their membership GMB, T&G, AMICUS and the Joint National Council that represents Chief Executives endorsed the offer of 2.475%. The exception was Unison. With a 24% turn out and a vote for strike action there was not sufficient momentum to reach a majority and therefore Unison national executive agreed to accept the Employers offer. It has now also been announced that Chief Officers have agreed 2.475%.
7. Three groups of employees have not reached a settlement and one union is balloting their membership on the offer. They include Craft Workers, Employees under Soulbury terms and conditions and Youth Workers.
8. The pay award will be back-dated to 1st April 2007. Payroll staff will make every effort to include the increase in the November payments. It will certainly be paid prior to Christmas.

PROPOSAL/OPTION

9. That the Committee notes the pay offer of 2.475% has been accepted by all recognised trade unions with the exception of UCATT for Craft

Workers, employees on Soulbury terms and conditions, Youth Workers and Chief Officers and Heads of Service.

CONSULTATION IMPLICATIONS

10. Extensive consultation has been undertaken both nationally and locally, although the decision has been made between the national trade union secretaries and the Employers Organisations.

FINANCIAL IMPLICATIONS

11. The Council's budget was based on a 2.5% increase, so this is just within budget.

APPENDIX

12. Chief Executives' revised pay scales and NJC pay scales.

LIST OF BACKGROUND PAPERS

LOCAL GOVERNMENT ACT 1972, SECTION 100D

13. None