

National Employers for local government services

Jon Richards, Rehana Azam, Jim Kennedy
Trade Union Side Secretaries
NJC for Local Government Services
c/o UNISON Centre
130 Euston Road
London NW1 2AY

24 April 2020

Dear Jon, Rehana and Jim

LOCAL GOVERNMENT PAY 2020

Thank you for your letter of 20 April.

I am able to clarify the Employers' position on the issues you raise, however, I should be clear that the National Employers' offer, as set out in our letter to you of 16 April will not be revisited.

Annual leave and working hours

Your claim very clearly sought, "*A one day increase to the minimum paid annual leave entitlement set out in the Green Book*", which as you know is currently 21 days, and it was on that basis that we consulted councils. Our final offer reflects their views and is part of the Employers' overall offer with the 2.75 per cent increase on all pay points. Any alternative offer relating to annual leave would have been to the detriment of the pay percentage figure offered.

There was no support from councils for a reduction in the working week to form part of this year's pay settlement, hence it was not included in the Employers' final offer. However, in proposing joint discussions to consider how the NJC can meet the challenge of the government's target for the National Living Wage in the coming years, the National Employers would be content for the working week to be considered alongside any other issues that either Side wishes to propose, on a without prejudice basis.

Joint approach to government

The National Employers' final pay offer of 2.75 per cent on all NJC pay points 1 and above is not conditional on the response from government to any request for an additional amount to be awarded to employees in recognition of their response to the COVID-19 emergency. The National Employers have recommended this be considered by the LGA, WLGA and NILGA and that discussion has now moved to those organisations. Your request to make a joint submission with the national LGA bodies has been passed on and is being considered and it will be for them to decide the process, format and timing of any approach and I shall keep you informed of developments.

The National Employers again urge you to move to consult on, and hopefully accept, the final offer as soon as practicable so that employees can receive their pay award as soon as possible while appreciating the challenges the current situation poses for consultation processes.

You will be aware that the task facing local government in the months and years following the current pandemic will be hugely challenging and the National Employers would like to ensure the maximum time for engagement with NJC unions to ensure the best possible approach.

Yours sincerely,

Naomi Cooke

Naomi Cooke
Employers' Secretary