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NJC PAY UPDATE

This bulletin updates members and branches on NJC pay following meetings of the NJC pay spine review working group and UNISON's NJC Committee.

NJC Pay Spine Review

As part of the 2016-18 pay deal, the NJC agreed to review the NJC pay spine and established a working group to conduct the review. UNISON's NJC Executive members and an NJC Committee low paid member represent UNISON on the working group.

At its first meeting on 11 January, the working group agreed (on a without prejudice basis) to proceed according to the three principles below:

- That a revised pay spine should look similar to the existing one: i.e. individual pay points linked to a specific salary figure
- That the differentials between each of the pay points should be consistent
- That a revised pay spine should be extended beyond the existing maximum pay point 49

We anticipate negotiations on a revised pay spine will begin in March, after the pay data to be used to model alternatives has been finalised and jointly agreed with the LGA.

NJC Pay Claim 2018/19

The NJC Committee has agreed to make our pay aspirations clear to the LGA while the negotiations on the pay spine take place. The intention is to lodge the 2018 pay claim by June this year, subject to agreement with GMB and Unite.

Our proposed timetable for agreeing, discussing and lodging the claim is:

27 April: NJC Committee discuss and agrees draft claim for consultation with branches and members

2 May: Start of consultation over the claim

26 May: End of consultation

31 May: NJC Committee meets and agrees UNISON's proposals for the claim

June TU Side meets soon after and agrees the claim for submission

The NJC Committee has also considered our campaign for more funding for both the pay spine review and future pay increases above 1%. The Committee believes the current situation calls for:

- A union-wide campaign calling for an end to public sector pay restraint
- An NJC campaign, based on a claim for 2018 -19, which demonstrates our pay aspirations to the LGA and highlights low pay in local government and schools to the public
- A widespread political campaign to get recognition of the need and support for additional funding for the pay spine review and NJC pay in the longer term

We have already taken some steps to raise the issue within the LGA Labour Group, amongst MPs and with the DCLG Select Committee. We will also need significant political pressure from Regions and branches. Campaign details will follow.