

# ACAS AWARD EXTRA 0.3%

**A BIG THANK YOU TO ALL OUR MEMBERS WHO TOOK INDUSTRIAL ACTION IN JULY LAST YEAR - HAD IT NOT BEEN FOR YOUR SUPPORT WE PROBABLY WOULD NOT HAVE ACHIEVED THIS.**



## **2008/9 increase up by 0.3%**

The 2008/9 NJC pay award will be increased by 0.3%, backdated to 1 April 2008, following yesterday's welcome award by the Advisory, Conciliation and Arbitration Service (ACAS). This will bring the final award to 2.75%, plus £100 for those on scale points 4, 5 and 6. The ACAS panels written response to our submission is available on the website or by hard copy via the Branch Office.

## **What we said...**

While we would have liked more, ACAS made the award at a time when the public sector is under the cosh from the CBI, the Taxpayers' Alliance and the private sector and many councils are making or threatening redundancies. The ACAS panel's response to our submission and our oral evidence shows that they were sympathetic to our arguments that NJC employees have become almost the lowest paid in the public sector, with pay increases falling behind the NHS, the rest of the public

sector and increases in the National Minimum Wage. NJC pay has fallen as a proportion of local government expenditure. The massive £2 billion spent on agency workers and consultants in 2007-8, highlighted by responses to our Freedom of Information Act questions to councils, added to the picture of a workforce which has been casualised and become undervalued. We also showed that many NJC workers – mostly women – cannot afford to join the Local Government Pension Scheme. We were also able to demonstrate that

councils have not been as badly hit by inflation last year and the current economic crisis as many are claiming. Council reserves have more than doubled since 2003, while overall they have made 50% more efficiency savings than required by Government. Local Government overall financial settlements for 2008/9, 2009/10 and 2010/11 amount to increases of 4%, 4.4% and 4.3% - well above the current rate of inflation. The Audit Commission's Report 'Crunch Time', published in December 2008, also highlighted the fact that 40% of councils made 'windfall gains' from investment last year and pointed out that they are currently able to benefit from low interest rates for borrowing. However, it is clear that, with county council elections looming next year, many councils are saving and cutting pay, jobs and staffing budgets in order to keep council tax down.

## What the employers said...

The employers argued that the 2.45% award was at 'the limit of affordability' and that the additional cost of the LGPS and equal pay prohibited any further increase. They argued that local government offered secure employment at a time of economic crisis. The Local Government Association and the Local Government Employers (LGE) reacted badly to the award and we now need to work hard to re-establish good relationships with local, Regional and NJC employers before entering negotiations on this year's claim. The new pay scales have been sent to councils by the LGE.

## Recruit...!

Much of the evidence in the submission was drawn up by UNISON and based on research. Use the award to recruit non-members. They need to know that UNISON is always there for them when the going gets tough and that they need to be in it to win it! We need to increase our membership and organisation to remain a force to be reckoned with. Recruit a colleague today!

**Please contact the Branch Office for a Recruitment Pack.**

	<b>Apr 07</b>	<b>per hr</b>	<b>Apr 08 2.45% (+£100 SCPs 4, 5 &amp; 6)</b>	<b>per hr</b>	<b>Arb Award</b>	
					<b>+0.30%</b>	<b>per hr</b>
4	£11,577	£6.00	£11,961	£6.20	£11,995	£6.22
5	£11,737	£6.08	£12,125	£6.28	£12,160	£6.30
6	£11,907	£6.17	£12,299	£6.37	£12,334	£6.39
7	£12,291	£6.37	£12,592	£6.53	£12,629	£6.55
8	£12,678	£6.57	£12,989	£6.73	£13,027	£6.75
9	£13,062	£6.77	£13,382	£6.94	£13,421	£6.96
10	£13,336	£6.91	£13,663	£7.08	£13,703	£7.10
11	£14,197	£7.36	£14,545	£7.54	£14,587	£7.56
12	£14,492	£7.51	£14,847	£7.70	£14,891	£7.72
13	£14,882	£7.71	£15,247	£7.90	£15,291	£7.93
14	£15,153	£7.85	£15,524	£8.05	£15,570	£8.07
15	£15,470	£8.02	£15,849	£8.21	£15,895	£8.24
16	£15,842	£8.21	£16,230	£8.41	£16,278	£8.44
17	£16,217	£8.41	£16,614	£8.61	£16,663	£8.64
18	£16,536	£8.57	£16,941	£8.78	£16,991	£8.81
19	£17,154	£8.89	£17,574	£9.11	£17,626	£9.14
20	£17,781	£9.22	£18,217	£9.44	£18,270	£9.47
21	£18,430	£9.55	£18,882	£9.79	£18,937	£9.82
22	£18,907	£9.80	£19,370	£10.04	£19,427	£10.07
23	£19,463	£10.09	£19,940	£10.34	£19,998	£10.37
24	£20,099	£10.42	£20,591	£10.67	£20,652	£10.70
25	£20,736	£10.75	£21,244	£11.01	£21,306	£11.04
26	£21,412	£11.10	£21,937	£11.37	£22,001	£11.40
27	£22,122	£11.47	£22,664	£11.75	£22,730	£11.78
28	£22,845	£11.84	£23,405	£12.13	£23,473	£12.17
29	£23,749	£12.31	£24,331	£12.61	£24,402	£12.65
30	£24,545	£12.72	£25,146	£13.03	£25,220	£13.07
31	£25,320	£13.12	£25,940	£13.45	£26,016	£13.48
32	£26,067	£13.51	£26,706	£13.84	£26,784	£13.88
33	£26,835	£13.91	£27,492	£14.25	£27,573	£14.29
34	£27,594	£14.30	£28,270	£14.65	£28,353	£14.70
35	£28,172	£14.60	£28,862	£14.96	£28,947	£15.00
36	£28,919	£14.99	£29,628	£15.36	£29,714	£15.40
37	£29,728	£15.41	£30,456	£15.79	£30,546	£15.83
38	£30,598	£15.86	£31,348	£16.25	£31,439	£16.30
39	£31,606	£16.38	£32,380	£16.78	£32,475	£16.83
40	£32,436	£16.81	£33,231	£17.22	£33,328	£17.27
41	£33,291	£17.26	£34,107	£17.68	£34,207	£17.73
42	£34,140	£17.70	£34,976	£18.13	£35,079	£18.18
43	£34,991	£18.14	£35,848	£18.58	£35,953	£18.64
44	£35,852	£18.58	£36,730	£19.04	£36,838	£19.09
45	£36,657	£19.00	£37,555	£19.47	£37,665	£19.52
46	£37,543	£19.46	£38,463	£19.94	£38,575	£19.99
47	£38,404	£19.91	£39,345	£20.39	£39,460	£20.45
48	£39,258	£20.35	£40,220	£20.85	£40,338	£20.91
49	£40,101	£20.79	£41,083	£21.29	£41,204	£21.36

**Please circulate to non-members and encourage them to join. For an application form please contact the Branch Office on 01772 533072 or e-mail [unison.enquiries@lancashire.gov.uk](mailto:unison.enquiries@lancashire.gov.uk)**