

# National Employers' Organisation for Local Government Services



Local Government  
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pay, pensions and  
employment solutions

**To: Chief Executives in England, Wales and N Ireland  
(additional copies for HR Director and Finance Director)  
Members of the National Employers' Organisation  
Regional Directors  
Secretaries of the Local Government Associations**

17th October 2008

Dear Sir/Madam

## **LOCAL GOVERNMENT PAY**

The Employers' Side of the National Joint Council met earlier today. Immediately following the meeting a circular setting out jointly agreed pay rates effective from 1st April 2008 was sent to authorities. The new rates are in line with the Employers' final offer of 2.45% (with a further £100 per year on spinal column points 4, 5 and 6) made on 2nd April. I am writing to explain why the employers have taken this decision.

In January and February the LGE conducted its annual series of regional pay consultation briefings in order to formulate the Employers' Side's position for this year's negotiations. The clear message from those briefings was that, while the preferred level of settlement would be 2%, authorities would be prepared for the employers to move to 2.5% in an effort to secure a negotiated agreement, though this represented the absolute limit of affordability for most. A strong view expressed at the briefings was that if this did not secure a settlement then the employers should simply sit tight and not waver from their position.

In January the Trade Union Side had submitted a claim for the greater of 6% or 50p per hour. In response, and following the consultation briefings, the employers made an initial offer of 2.2% (on all spinal column points) on 19th March. That offer was clearly not going to achieve a settlement so an improved and final offer of 2.45% (with a further £100 a year on the bottom three points, taking the offer to 3.3% for those employees) was made on 2nd April. The total cost of this offer was 2.5%.

Following a consultative ballot, GMB agreed to accept this final offer on the basis that it was the best that could be achieved through negotiation but members of Unison and Unite voted for strike action. A two-day strike took place on 16th and 17th July which, according to returns from authorities, was supported by only about 8% of the workforce. The strikes did not give rise to any pressure from authorities for the offer to be improved.

Joint statements updating authorities on negotiations on pay and Green Book reform were issued on 24th July and 1st September but, in the light of the minimal impact of the strikes in most authorities, Unison and Unite, together with the GMB, decided to refer the pay dispute to arbitration in line with the NJC's constitution. The arbitration clause states:

Employers' Secretary: Sarah Messenger  
Local Government House, Smith Square  
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*"In the event of a dispute over terms and conditions of employment arising between the two sides of the Council the dispute shall, if requested by either side, be referred for settlement by arbitration. The arbitration award shall be accepted by both sides and shall be treated as though it were an agreement between the two sides."*

This clause is of long standing and is common to most national agreements though the employers have concerns about the circumstances in which the unions have used it on this occasion. Negotiating bodies adopt arbitration clauses in an attempt to ensure that disputes can be resolved in a non-confrontational way without recourse to strike action. For two of the unions to take strike action and then to trigger the arbitration clause only after that strike action has failed seems to the employers to be stretching the spirit of the NJC's constitution.

Nevertheless the employers have acceded to the arbitration request in recognition of their constitutional obligations and will continue to participate in the process. The next step is to agree terms of reference, which has so far not been possible, and a meeting will be held at ACAS next Thursday (23rd October) to attempt to resolve this. An arbitrator will then have to be agreed and appointed, case statements produced and a hearing held. It is very difficult to be precise about timescales but arbitration can be a lengthy process.

In the meantime, and despite the previously strong view that the employers should sit tight once they had made their final offer, an increasing number of authorities have said that they are concerned about the time it is taking for employees to receive this year's pay increase. That concern is shared by the Employers' Side and was reiterated in Jan Parkinson's letter of 8th October to chief executives. The employers had considered advising authorities to implement unilaterally but that approach would inevitably have led to authorities reaching different decisions and acting in an uncoordinated manner. The alternative was to agree with the unions that the offer be implemented now and that is what was agreed this morning.

The arbitration process does carry some risks for the employers but we believe we have a strong case based on affordability and that our case will not be compromised in any way by paying our final offer ahead of the arbitration hearing. The employers' main consideration in paying now, rather than delaying things any further, has been to look after the interests of our workforce.

You may have seen Unison's publicity which describes today's pay agreement as "interim" and "on account". That is not the case. The agreement represents full implementation of the employers' final offer and is separate from the arbitration process.

I hope you recognise the pressures that have been at play in recent weeks. We shall continue to keep you informed of developments.

Yours faithfully

A handwritten signature in black ink, reading "Phil White". The signature is written in a cursive style and is positioned above a horizontal line that serves as a separator.

**Phil White**  
**Head of Negotiations**  
**Local Government Employers**

Employers' Secretary: Sarah Messenger  
Local Government House, Smith Square  
London SW1P 3HZ  
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# National Employers for Local Government Services

Mr A Ritchie  
General Secretary  
UCATT  
177 Abbeville Road  
London  
SW4 9RL

17 September 2008

Dear Alan,

## Local Authority Craft & Associated Employees

Following our meeting last week, the Employers' Side has given further consideration to the offer made to you in our letter of 14 April and now wishes to make a revised offer.

The formal offer is structured as follows:

- to increase by 2.45% all pay rates and pay-related allowances with effect from 1 April 2008;
- to increase by 3.0% all Tool Allowances and Storage of Tools & Clothing (maximum liability for loss etc) with effect from 1 April 2008; and
- to produce joint guidance on introducing all-inclusive salary structures in those authorities that have not yet done so.

The national employers recognise that employment issues specific to local authority Craft & Associated employees have been effectively addressed within the existing national negotiating machinery for many years and we therefore remain committed to reaching future settlements through national collective bargaining for this group of valued employees.

The employers hope that this revised offer will provide the basis for an agreement between the two Sides

Yours sincerely



Phil White  
Assistant Employers' Secretary

cc Mr J Allott, UNITE  
Mr B Blackman, UNITE  
Mr B Strutton, GMB

# Joint Negotiating Committee for Local Authority Craft & Associated Employees

To: Chief Executives in England and Wales  
(with copies for Personnel Director, Finance Director and DLO Manager)  
Provincial Employers' Secretaries  
Local Authority Associations' Secretaries  
Members of the Joint Negotiating Committee

6 October 2008

Dear Chief Executive,

## CIRCULAR CR 1/08

### 2008/09 CRAFT PAY RATES

**1. Pay (see Annex A)**

Agreement has now been reached on rates of pay applicable from **1 April 2008**.

**2. Tool Allowances / Insurance (see Annex A)**

Agreement has now been reached on rates of tool allowances, together with the maximum liability for insurance purposes, from **1 April 2008**.

Yours sincerely

Sarah Messenger  
Alan Ritchie

Joint Secretaries

**1. CRAFT & ASSOCIATED EMPLOYEES**

Pay for craft & associated employees from the pay week including 1 April 2008 are as follows:

<b>Designation</b>	<b>1 Apr 08 £ Per Week</b>	<b>1 Apr 08 £ Per Annum</b>
1. Building Labourer	240.82	12,557
2. Heating & Ventilation Mate	272.17	14,192
3. Building Craft Operative	274.51	14,314
4. Plumber	293.98	15,329
5. Engineer & Electrician	303.45	15,823

**1. APPRENTICES & TRAINEES**

**RATES LINKED TO RESPECTIVE CRAFT RATES EXPRESSED IN PERCENTAGE EQUIVALENTS OF THE FULLTIME CRAFTWORKERS RATE OF PAY.**

**2.1 Building & Civil Engineering Apprentices (excluding plumbers)**

(a) Building Industry Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including 1 April 2008 are as follows (percentage of full time rate is denoted in brackets).

<b>Age at Entry</b>	<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year and Until Skills Test or NVQ Level 2 is Passed</b>	<b>On Passing Skills Test or NVQ Level 2</b>
	<b>1 Apr 08</b>	<b>1 Apr 08</b>	<b>1 Apr 08</b>
<b>16 Years</b>	£150.99 (55%)	£192.17 (70%)	£260.80 (95%)
<b>17 Years</b>	£150.99 (55%)	£233.35 (85%)	£260.80 (95%)

(b) Building and Civil Engineering entrants over 18 years of age. Normal period of three years. Rate per week and rate for calculation of overtime and other premium payments from the pay week including 1 April 2008 are as follows (percentage of full time rate is denoted in brackets).

<b>Age at Entry</b>	<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year</b>	<b>3<sup>rd</sup> Year</b>
	<b>1 Apr 08</b>	<b>1 Apr 08</b>	<b>1 Apr 08</b>
<b>Entrants over 18 Years</b>	£233.35 (85%)	£247.07 (90%)	£260.80 (95%)

(a) Young Labourers. When 16 and 17 year olds are not fulfilling the full duties of a Building Labourer locally determined rates will apply.

## 2.2 Apprentice Plumbers

Plumbing Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including 1 April 2008 are as follows (percentage of full time rate is denoted in brackets). \*Plumbing Apprentices with no ACS.

<b>Age at Entry</b>	<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year</b>	<b>3<sup>rd</sup> Year</b>	<b>4<sup>th</sup> Year*</b>	<b>4<sup>th</sup> Year</b>
	<b>1 Apr 08</b>	<b>1 Apr 08</b>	<b>1 Apr 08</b>	<b>1 Apr 08*</b>	<b>1 Apr 08</b>
<b>16 Yrs</b>	£161.69 (55%)	£205.78 (70%)	£264.58 (90%)	£270.45 (92%)*	£279.27 (95%)
<b>17 Yrs</b>	£161.69 (55%)	£235.17 (80%)	£264.58 (90%)	£270.45 (92%)*	£279.27 (95%)
<b>18 Yrs +</b>	£235.17 (80%)	£249.88 (85%)	£264.58 (90%)	£270.45 (92%)*	£279.27 (95%)

### 2.3 Apprentice Engineers & Electricians

Engineering and Electrical Apprentices following a recognised training course. Rate per week and rate for calculation of overtime and other premium payments from the pay week including 1 April 2008 are as follows (percentage of full time rate is denoted in brackets).

Age at Entry	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
	<b>1 Apr 08</b>	<b>1 Apr 08</b>	<b>1 Apr 08</b>	<b>1 Apr 08</b>
<b>16 Yrs</b>	£166.90 (55%)	£212.42 (70%)	£273.11 (90%)	£288.28 (95%)
<b>17 Yrs</b>	£166.90 (55%)	£242.77 (80%)	£273.11 (90%)	£288.28 (95%)
<b>18 Yrs +</b>	£242.77 (80%)	£257.94 (85%)	£273.11 (90%)	£288.28 (95%)

### 3. LONDON & FRINGE AREA ALLOWANCES

Agreement has been reached for increases in the London and Fringe Area Allowances. The new allowances, to operate from the pay week including 1 April 2008 are as follows:

	<b>1 Apr 08</b>
<b>Greater London Area</b>	£2,381
<b>Inner Fringe</b>	£788
<b>Outer Fringe</b>	£548

#### 3.1 Existing Allowances – Merging

Employees in receipt of local allowances exceeding the allowances set out above will continue to receive such allowances on a personally protected basis, subject to the excess merging in any future increases in fringe area allowances.

### 3.2 Calculation of Bonus, Overtime and Other Premia

The allowances set out above will not be taken into account in the calculation of bonus, overtime, shift and other premium payments with the following exception: employees whose place of employment falls within an area which prior to the date and terms of this settlement previously attracted the London or any similar allowance will be entitled to have bonus, overtime and other premium payments calculated on the amount of the previous allowance (if any) taken into account for this purpose before the date of this settlement.

## 4. TOOL ALLOWANCES

### 4.1 Engineers & electricians

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including 1 April 2008 are as follows:

1 Apr 08
£6.81

### 4.2 Builders

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including 1 April 2008 are as follows:

	1 Apr 08
<b>Carpenters</b>	£6.30
<b>Bank Masons</b>	£4.94
<b>Mason Fixers</b>	£3.21
<b>Plasterers</b>	£3.21
<b>Bricklayers</b>	£3.21
<b>Painters (overall allowance)</b>	£3.21
<b>Wall and Floor Tilers</b>	£3.21
<b>Street Masons and Paviours</b>	£3.21
<b>Plumbers</b>	£7.25
<b>Carpenters and Joiner Apprentices</b>	£6.30
<b>Mason (banker of fixer) Apprentices</b>	£3.21



<b>Painter Apprentices (overall allowances)</b>	£3.21
<b>Plasterer Apprentices</b>	£3.21
<b>Bricklayer Apprentices</b>	£3.21
<b>Plumber Apprentices</b>	£7.25

## 5. OTHER PAYMENTS

### 5.1 Electricians

In addition to the rates set out in Paragraph 2 the plus rates shown below will be payable hourly with effect from the pay week including 1 April 2008 are as follows: and are to be taken into account for all purposes. They shall be paid to electricians who are required to perform exacting diagnostic work over a wide range of modern electronic and control equipment, in addition to more usual maintenance or new work. This payment when made to an electrician shall absorb any existing payment to him related to the exercise of higher skills. It will be for the authority to determine, after consultation, which electricians, if any, shall receive the plus rate. In the event of disagreement the signatories to this agreement will be available for advice.

<b>1 Apr 08</b>
£0.48

### 5.2 Building & Civil Engineering Craftsmen

With effect from the pay week including 1 April 2008 Plumbers/Welders and Heating and Ventilating Engineers required by an authority to possess one or more current certificates of competency in welding who are designated as plumbers/welders or Heating and Ventilating Engineers/Welders by an authority shall be paid the following supplements:

	<b>1 Apr 08</b>
<b>Gas or ARC Certificate</b>	£0.39
<b>Gas and ARC Certificate</b>	£0.78

### 5.3 Plumbers

Where a plumber who has met the appropriate ACOP standard and holds a Registration Card, is required by the local authority on a regular and ongoing basis to use those skills on gas installation, he/she will be paid a supplement as shown below from the pay week including 1 April 2008.

<b>1 Apr 08</b>
£9.50

## 6. EXTRA PAYMENTS

### 6.1 Storage of Tools & Clothing

The Employers' maximum liability for loss of tools as set out in Section 2, Sub Section A, Appendix C will be increased as shown below:

<b>1 Apr 08</b>
£1,305

### 6.2 Extra Payment for Work in Discomfort & Inconvenience

With effect from the pay week including 1 April 2008 falls the following extra payments will apply.

(a) Work at Heights

<b>Detached Work Calculated from the Point of Control</b>	<b>1 Apr 08</b>
Above 15m and up to 30m	£0.05
Above 30m and up to 45m	£0.08
Above 45m and up to 60m	£0.30
Above 60m and up to 75m	£0.39
Above 75m and up to 90m	£0.47
<b>'Exposed Work' at Height on Buildings</b>	
Above 40m and up to 50m	£0.03
Above 50m and up to 60m	£0.05
Above 60m and up to 75m	£0.08

The extra payments to be increased by £0.02 per hour for each 15 metres above 75 metres

<b>Operating a Free-Standing Tower Crane from a Control Platform Above Ground Level</b>	<b>1 Apr 08</b>
Control platform over 15m and up to 30m above ground level	£0.03
Control platform over 30m and up to 45m above ground level	£0.05
Control platform over 45m above ground level	£0.08
Work in Swings, Cradles or Boats, or Boatswains Chairs	£0.36

(a) Furnace Firebrick Work & Acid-Resisting Brickwork

	<b>1 Apr 08</b>
Furnace or similar hot work up to 49°C (120°F)	£0.05
For brickwork involving the use of acid-resisting bonding material	£0.08

(a) General – Exceptional kinds of work lasting more than 1 hour in conditions which involve:

	<b>1 Apr 08</b>
work in water <b>and/or</b> close contact with dirt or filth <b>and/or</b> prolonged exposure to dust or spray or particles of a kind likely to cause irritation <b>and/or</b> prolonged exposure to the special conditions met in confined underground spaces (such as tunnels or deep basements) and in trenches, pits and wells 6 metres or more below ground level, namely poor ventilation or light, dampness, dust or the noise resulting from the use in such spaces of mechanical plant tools <b>and/or</b> work in artificially low temperatures below 5°C (41°F) such as in refrigerated or cold stores	£0.10
<b>repair or active independent sewers or cleaning out independent:</b>	
sewage plants, filter beds septic tanks and cess pools	£0.20
Labourers when using in the course of their normal work mechanically driven compressed air or percussive drills, picks, spades, rammers, tampers or hammers	£0.10
When using a cartridge operated rivet gun	£0.10
Painters using in the course of their normal work air supplied or airless paint spray machines	£0.10

### 6.3 Extra Payments for Continuous Extra Skill or Responsibility

With effect from the pay week including 1 April 2008 the following extra payments will apply

	Above Labourers' Basic Rate Per Week
	<b>1 Apr 08</b>
	<b>£</b>
<b>A</b>	£11.38
<b>B</b>	£12.30
<b>C</b>	£14.57
<b>D</b>	£20.49
<b>E</b>	£22.32
<b>F</b>	£23.23
<b>G</b>	£25.95
<b>H</b>	£27.32
<b>I</b>	£32.33
<b>J</b>	£33.23
<b>K</b>	£36.43
<b>L</b>	£37.79
<b>M</b>	£39.16
<b>N</b>	£43.71

### 7.4 Extra Payments for Intermittent Responsibility

With effect from the pay week including 1 April 2008 the following extra payments will apply:

	<b>1 Apr 08</b>
Labourer erecting, altering or dismantling simple access scaffolding with a working platform no higher than 5 metres	£0.14
Operatives, other than craft operatives, employed on dry-cleaning stone work by mechanical process for the removal of protective material and/or discoloration. (Employers to provide suitable masks)	£0.65

# Joint Negotiating Committee for Chief Officers of Local Authorities

**To: Chief Executives in England and Wales  
(with copies for Directors of HR and Finance)  
Members of the Joint Negotiating Committee  
Regional Directors  
Local Authority Associations' Secretaries**

20 November 2008

Dear Chief Executive,

## **CHIEF OFFICERS' PAY 2008/09**

Earlier this year the Employers' Side of the Joint Negotiating Committee made a pay offer for 2008/09 of 2.45%.

No agreement has been reached and the Officers' Side has said that it may refer the matter to arbitration.

In view of this possible delay **the JNC has agreed that the Employers' offer should now be implemented with effect from 1 April 2008.**

Yours faithfully,

**SARAH MESSENGER  
BRIAN STRUTTON**

Joint Secretaries