

BRISTOL CITY COUNCIL

HUMAN RESOURCES COMMITTEE

- For Information -

Thursday 8th October

Report of: Service Director: Strategic HR & Workforce Strategy

Title: Pay Award 2009

Ward: City Wide

Officer Presenting Report: Robert Britton (Service Director: Strategic HR & Workforce Strategy)

Contact Telephone Number: 0117 9222670

RECOMMENDATION

This Report is submitted for this Committee's information, regarding
(i) The Single Status Pay Award, and
(ii) JNC Chief Executives' and Chief Officers' pay

A further report will be submitted regarding (ii) above once the national circular is issued, in confirmation of the outcome of the pay award and claim.

Summary

Letters from the JNC and a circular from the NJC (attached), set out the national employers' position regarding the 2009 pay award.

1. Policy

1.1 It is Council policy to implement pay awards as agreed by the national employers.

2. Proposal

- 2.1 The single status pay award (2009) has been adopted by BCC under Head of Paid Service delegated authority.
- 2.2 The JNC award for Chief Executives and Chief Officers confirms that the national employers do not consider that an award should be approved this year (see letter attached). No national circular has been received to date in confirmation of this stance, and the situation may change if there is a challenge from the Chief Executives' and Chief Officers' groups.
- 2.3 A further report will be brought to this Committee, once the national negotiations regarding Chief Executives' and Chief Officers' pay have been concluded.

Appendices

Appendix A - National circular re: 2009 pay award for single status employees.

Appendix B - Letter from LGE re: Chief Executives' pay

Appendix C - Letter from LGE re: Chief Officers' pay

National Joint Council for Local Government Services

Employers' Secretary:

Sarah Messenger
Local Government House, Smith Square
London, SW1P 3HZ
Tel: 020 7187 7373 Fax: 020 7664 3030

Trade Union Secretaries

Heather Wakefield, UNISON
Peter Allenson, TGWU
Brian Strutton, GMB

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**To: Chief Executives in England, Wales and N Ireland
(with copies for the Finance Director and Personnel Director)
Members of the National Joint Council**

10 September 2009

Dear Chief Executive,

NJC CIRCULAR 2/09 2009/10 PAYSCALES & ALLOWANCES

Agreement has now been reached on rates of pay applicable from **1 April 2009**.

The new rates are attached at **Annex 1**. The new rates for allowances up-rated in line with pay are also set out in the annex.

Annual Leave

From **1 April 2009**, minimum annual leave has increased from 20 to 21 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 should therefore, with effect from **1 April 2009**, be amended to read as follows:

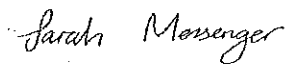
7.2 Annual Leave

The minimum paid annual leave entitlement is twenty one days with a further four days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.

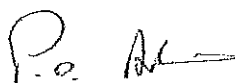
Joint Statement on Best Practice in Handling Redundancies

By 1 December 2009, the NJC will produce joint guidance on best practice in handling redundancies.

Yours sincerely



Sarah Messenger



Peter Allenson



Brian Strutton



Heather Wakefield

Joint Secretaries

ANNEX 1

SCP	1 Apr 08	1 Apr 09
4	£11,995	£12,145
5	£12,160	£12,312
6	£12,334	£12,489
7	£12,629	£12,787
8	£13,027	£13,189
9	£13,421	£13,589
10	£13,703	£13,874
11	£14,587	£14,733
12	£14,891	£15,039
13	£15,291	£15,444
14	£15,570	£15,725
15	£15,895	£16,054
16	£16,278	£16,440
17	£16,663	£16,830
18	£16,991	£17,161
19	£17,626	£17,802
20	£18,270	£18,453
21	£18,937	£19,126
22	£19,427	£19,621
23	£19,998	£20,198
24	£20,652	£20,858
25	£21,306	£21,519
26	£22,001	£22,221
27	£22,730	£22,958
28	£23,473	£23,708
29	£24,402	£24,646
30	£25,220	£25,472
31	£26,016	£26,276
32	£26,784	£27,052
33	£27,573	£27,849
34	£28,353	£28,636
35	£28,947	£29,236
36	£29,714	£30,011
37	£30,546	£30,851
38	£31,439	£31,754
39	£32,475	£32,800
40	£33,328	£33,661
41	£34,207	£34,549
42	£35,079	£35,430
43	£35,953	£36,313
44	£36,838	£37,206
45	£37,665	£38,042
46	£38,575	£38,961
47	£39,460	£39,855
48	£40,338	£40,741
49	£41,204	£41,616

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment

1 Apr 09
£32.94

**RATES OF PROTECTED ALLOWANCES AT 1 APR 09
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 Apr 09
£1,177

Paragraph 28(14) Laboratory/Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance

1 Apr 09
£191

City and Guilds Laboratory Technician's Advanced Certificate Allowance

1 Apr 09
£140

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area

1 Apr 09
£798

Outer Fringe Area

1 Apr 09
£555

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 Apr 09
£26.50

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area

1 Apr 09
£798

Outer Fringe Area

1 Apr 09
£555

APT&C Pay Award w.e.f. 01/04/09.

Pay w.e.f 1 April 2007				Single Status Bristol Grades			Pay w.e.f 1 April 2008				Single Status Bristol Grades			Pay w.e.f 1 April 2009			
£ per ANNUM	£ per MONTH	£ per HOUR (37)	£ per HOUR (39)	GRADE SCALE	Single Status POINTS	SCP	£ per ANNUM	£ per MONTH	£ per HOUR (37)	£ per HOUR (39)	GRADE SCALE	Single Status POINTS	SCP	£ per ANNUM	£ per MONTH	£ per HOUR (37)	£ per HOUR (39)
11577	964.75	6.0066	5.6229	BG 1	182 - 216	4	£11,295	£1,000	6.2173	5.6889	BG 1	182 - 216	4	£12,145	£1,012	6.2051	5.9723
11645	978.42	6.0369	5.7264			4.25	£12,065	£1,005	6.2535	5.9259			4.25	£12,216	£1,018	6.2319	6.0072
11713	978.08	6.0711	5.7598			4.5	£12,135	£1,011	6.2899	5.9573			4.5	£12,287	£1,024	6.2687	6.0421
11737	978.08	6.0835	5.7716	BG 2	217 - 257	5	£12,160	£1,013	6.3028	5.9796	BG 2	217 - 257	5	£12,312	£1,026	6.2816	6.0544
11823	985.25	6.1282	5.8139			5.5	£12,248	£1,021	6.3484	6.0229			5.5	£12,401	£1,033	6.4277	6.0981
11907	992.25	6.1717	5.8552			6	£12,334	£1,028	6.3930	6.0552			6	£12,489	£1,041	6.4734	6.1414
11907	992.25	6.1717	5.8552	BG 3	258 - 280	6	£12,334	£1,028	6.3930	6.0552	BG 3	258 - 280	6	£12,489	£1,041	6.4734	6.1414
12101	1008.42	6.2723	5.9506			6.5	£12,534	£1,045	6.4967	6.1635			6.5	£12,691	£1,058	6.5781	6.2407
12291	1024.25	6.3707	6.0440			7	£12,629	£1,052	6.5459	6.2103			7	£12,787	£1,066	6.6278	6.2880
12678	1056.50	6.5713	6.2344	BG 4	281 - 307	8	£13,027	£1,085	6.7522	6.4060	BG 4	281 - 307	8	£13,189	£1,099	6.8362	6.4856
13062	1088.50	6.7704	6.4232			9	£13,421	£1,118	6.9564	6.5997			9	£13,589	£1,132	7.0435	6.6823
13336	1111.33	6.9124	6.5579			10	£13,703	£1,142	7.1026	6.7384			10	£13,874	£1,155	7.1912	6.8225
14197	1183.03	7.3587	6.9813			11	£14,587	£1,216	7.5608	7.1731			11	£14,733	£1,228	7.6365	7.2449
14492	1207.67	7.5116	7.1264	BG 5	308 - 330	12	£14,891	£1,241	7.7184	7.3226	BG 5	308 - 330	12	£15,039	£1,253	7.7951	7.3954
14882	1240.17	7.7137	7.3182			13	£15,281	£1,274	7.8257	7.5199			13	£15,444	£1,287	8.0050	7.5948
15153	1262.75	7.8642	7.4514			14	£15,670	£1,298	8.0703	7.6565			14	£15,725	£1,310	8.1507	7.7327
15470	1289.17	8.0185	7.6073			15	£15,895	£1,325	8.2388	7.8163			15	£16,054	£1,338	8.3212	7.8945
15470	1289.17	8.0185	7.6073	BG 6	331 - 361	15	£15,895	£1,325	8.2388	7.8163	BG 6	331 - 361	15	£16,054	£1,338	8.3212	7.8945
13842	1320.17	8.2113	7.7902			16	£16,278	£1,357	8.4373	8.0045			16	£16,448	£1,370	8.5213	8.0645
16217	1351.42	8.4057	7.9746			17	£16,663	£1,389	8.6369	8.1949			17	£16,830	£1,403	8.7234	8.2761
16539	1378.00	8.5710	8.1316			18	£16,991	£1,416	8.8058	8.3553			18	£17,161	£1,430	8.8950	8.4358
16539	1378.00	8.5710	8.1316	BG 7	362 - 401	18	£16,991	£1,416	8.8058	8.3553	BG 7	362 - 401	18	£17,161	£1,430	8.8950	8.4358
17154	1429.50	8.8913	8.4354			19	£17,525	£1,459	9.1350	8.6675			19	£17,802	£1,484	9.2272	8.7541
17781	1481.75	9.2163	8.7437			20	£18,270	£1,523	9.4699	8.9842			20	£18,453	£1,538	9.5647	9.0742
18430	1535.83	9.5527	9.0629			21	£18,937	£1,578	9.8155	9.3122			21	£19,126	£1,594	9.8135	9.4051
18907	1575.58	9.8000	9.2974	BG 8	402 - 450	22	£19,427	£1,619	10.0659	9.5531	BG 8	402 - 450	22	£19,621	£1,635	10.1701	9.6485
19463	1621.92	10.0862	9.5709			23	£19,998	£1,667	10.3855	9.8339			23	£20,198	£1,683	10.4691	9.9323
20089	1674.52	10.4178	9.8835			24	£20,652	£1,721	10.7045	10.1555			24	£20,858	£1,738	10.8112	10.2566
20736	1728.00	10.7460	10.1968			25	£21,306	£1,776	11.0434	10.4771			25	£21,519	£1,793	11.1538	10.5819
21412	1784.33	11.0984	10.5293	BG 9	451 - 499	26	£22,001	£1,833	11.4037	10.8189	BG 9	451 - 499	26	£22,221	£1,852	11.5177	10.9271
22122	1843.50	11.4664	10.8784			27	£22,730	£1,894	11.7815	11.1774			27	£22,958	£1,913	11.8997	11.2895
22845	1903.75	11.8411	11.2339			28	£23,473	£1,955	12.1686	11.5427			28	£23,708	£1,976	12.2885	11.6583
23749	1979.08	12.3097	11.6785			29	£24,402	£2,034	12.6482	11.9396			29	£24,648	£2,054	12.7746	12.1196
24545	2045.42	12.7223	12.0999	BG 10	500 - 558	30	£25,220	£2,102	13.0722	12.4019	BG 10	500 - 558	30	£25,472	£2,123	13.2028	12.5257
25320	2110.00	13.1240	12.4510			31	£26,016	£2,168	13.4947	12.7930			31	£26,276	£2,190	13.6195	12.9211
26087	2172.25	13.5112	12.8183			32	£26,784	£2,232	13.8828	13.1709			32	£27,052	£2,254	14.0217	13.3027
26835	2236.25	13.9093	13.1960			33	£27,573	£2,299	14.2918	13.5589			33	£27,849	£2,321	14.4348	13.6946
27594	2298.60	14.3027	13.5692			34	£28,353	£2,363	14.6951	13.9425			34	£28,636	£2,386	14.8428	14.0816
27594	2298.60	14.3027	13.5692	BG 11	559 - 580	34	£28,353	£2,363	14.6951	13.9425	BG 11	559 - 580	34	£28,636	£2,386	14.8428	14.0816
28172	2347.67	14.6023	13.8593			35	£28,947	£2,412	15.0040	14.2340			35	£29,236	£2,438	15.1538	14.3767
28919	2409.92	14.9894	14.2209			36	£29,714	£2,478	15.4015	14.6117			36	£30,011	£2,501	15.5595	14.7578
29728	2477.33	15.4088	14.6166			37	£30,546	£2,546	15.8328	15.0209			37	£30,851	£2,571	15.9908	15.1700
30588	2549.83	15.8597	15.0464	BG 12	581 - 620	38	£31,438	£2,620	16.2956	15.4600	BG 12	581 - 620	38	£31,754	£2,646	16.4589	15.5149
31608	2633.83	16.3822	15.5421			39	£32,475	£2,706	16.8326	15.9694			39	£32,800	£2,733	17.0011	16.1293
32438	2703.00	16.8124	16.0503			40	£33,328	£2,777	17.2747	16.3889			40	£33,561	£2,805	17.4473	16.5527
33281	2774.25	17.2658	16.5707			41	£34,267	£2,851	17.7303	16.8211			41	£34,549	£2,879	17.9076	16.9893
34140	2845.00	17.6956	16.7882	BG 13	621 - 662	42	£35,079	£2,923	18.1823	17.2499	BG 13	621 - 662	42	£35,430	£2,953	18.3643	17.4226
34991	2915.92	18.1367	17.2067			43	£35,953	£2,996	18.6353	17.6797			43	£36,313	£3,026	18.8219	17.8558
35852	2987.67	18.5830	17.6301			44	£36,838	£3,070	19.0941	18.1149			44	£37,206	£3,101	19.2848	18.2958
36657	3054.75	19.0002	18.0259			45	£37,665	£3,139	19.5227	18.5218			45	£38,042	£3,170	19.7181	18.7070
37543	3128.58	19.4695	18.4676	BG 14	663 - 690	46	£38,575	£3,215	19.9944	18.9691	BG 14	663 - 690	46	£38,961	£3,247	20.1945	19.1589
38404	3200.33	19.9058	18.8850			47	£39,460	£3,288	20.4531	19.4043			47	£39,855	£3,321	20.6578	19.5995
39258	3271.50	20.3464	19.3050			48	£40,338	£3,362	20.9062	19.8380			48	£40,741	£3,395	21.1171	20.0342
40101	3341.75	20.7854	19.7195			49	£41,204	£3,434	21.3571	20.2619			49	£41,616	£3,468	21.5705	20.4645
40101	3341.75	20.7854	19.7195	BG 15	691 - 729	49	£41,204	£3,434	21.3571	20.2619	BG 15	691 - 729	49	£41,616	£3,468	21.5705	20.4645
40895	3408.00	21.1974	20.1104			50	£42,021	£3,502	21.7805	20.6636			50	£42,441	£3,537	21.9982	20.8702
41799	3483.25	21.6655	20.5545			51	£42,948	£3,579	22.2610	21.1193			51	£43,377	£3,615	22.4834	21.3305
42699	3558.25	22.1320	20.9970			52	£43,873	£3,656	22.7405	21.5744			52	£44,312	£3,693	22.9680	21.7902
43596	3633.00	22.5869	21.4381	BG 16	730 - 767	53	£44,795	£3,733	23.2184	22.0271	BG 16	730 - 767	53	£45,243	£3,770	23.4506	22.2481
44616	3718.00	23.1265	21.9397			54	£45,843	£3,820	23.7616	22.5431			54	£46,301			



Local Government
House, Smith Square,
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pay, pensions and
employment solutions

Alastair Robertson
Officers' Side Secretary
JNC for Chief Executives of Local Authorities
c/o Watford Borough Council
Town Hall
Watford
WD17 3EX

13 August 2009

Dear Alastair

Pay Claim 2009/10

I am writing further to our recent conversation following the employers' consideration of your revised claim of 15 July.

The employers acknowledge the change in ALACE's position from the original claim for an increase of 3% submitted in January. They also recognise ALACE's willingness to reach an appropriate settlement quickly in the last few years.

In considering your revised claim the employers have had regard to the prevailing economic background, both in local government and more generally, and to the current position in other local government pay negotiations. As you know, for the 1.3 million employees covered by the NJC for Local Government Services the employers have made a final offer of 1% with 1.25% on spinal column points 10 and below (those earning up to £13,703). The unions are currently consulting on that offer. The employers have yet to respond to the claim from the Officers' Side of the JNC for Chief Officers of Local Authorities, which has only recently been received.

The offer in the NJC for Local Government Services has been made in the context of affordability for local authorities and, in making it, the employers are conscious that in many authorities a settlement at this level would place a major strain on resources.

Affordability in itself is not of course a major consideration in deciding what offer to make to chief executives but the employers believe that what is important is the message that any offer would send to local government's lower-paid employees, who are those most likely to be struggling during the current recession, and to council-tax payers, many of whom are having to cope with the consequences of pay freezes, reduced working time or redundancy. Against this background the employers have concluded that it would not be appropriate to offer any increase for local authority chief executives for 2009/10.

I explained the employers' position when we spoke and you indicated that you would welcome a meeting of the JNC. We are currently making arrangements for such a meeting, where we should also be able to conclude the outstanding conditions of service issues.

Yours sincerely

A handwritten signature in cursive script, reading "Phil White". The signature is written in black ink and is positioned above a horizontal line. To the right of the signature, there is a vertical line that extends downwards.

Phil White
Assistant Employers' Secretary



Local Government
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pay, pensions and
employment solutions

Brian Strutton
Officers' Side Secretary
JNC for Chief Officers of Local Authorities
GMB
22-24 Worple Road
London
SW19 4DD

10 September 2009

Dear Brian,

Pay Claim 2009/10

I am writing to let you know that the Employers' Side of the JNC has now considered your pay claim for 2009/10.

In considering your claim the employers have had regard to the prevailing economic background, both in local government and more generally, and to the current position in other local government pay negotiations. The employers' offer of 1% (1.25% on spinal column points 4 to 10) in the NJC for Local Government Services has been made in the context of affordability for local authorities and, in making it, the employers were conscious that in many authorities a settlement at this level would place a major strain on resources.

Affordability in itself is not of course a major consideration in deciding what offer to make to chief officers but the employers believe that what is important is the message that any offer would send to local government's lower-paid employees, who are those most likely to be struggling during the current recession, and to council-tax payers, many of whom are having to cope with the consequences of pay freezes, reduced working time or redundancy.

Against this background the employers have concluded that it would not be appropriate to offer any increase for local authority chief officers for 2009/10. This reflects the position that the employers have taken in respect of chief executives.

Your claim also asks that the JNC completes the joint work on chief officers' disciplinary procedures. We have now completed the model disciplinary procedure for chief executives (which has implications for monitoring officers and section 151 officers as they are covered by the same regulations) so we believe there is nothing now to prevent the work in respect of chief officers being completed fairly quickly.

Yours sincerely

A handwritten signature in black ink, reading "Phil White", written in a cursive style. The signature is positioned above a horizontal line that extends across the width of the signature.

Phil White
Assistant Employers' Secretary

cc Lucille Thirlby (UNISON)