

# NJC PAY

# 14

Campaigning for a fair deal for local government workers

14 November 2014

Issue 55

## Local Government Pay Offer 2014-16 Accepted – but the campaign goes on

### LGA pay offer accepted

The UNISON NJC Committee met today to consider the results of the branch consultation on the Local Government Association's pay proposals for 2014-16. A decisive majority, 64.35% of members, voted to accept the pay proposals on a 19.77% turnout. GMB and UNITE members also voted overwhelmingly to accept the pay proposals.

At the same time as UNISON, GMB and Unite have been consulting our members, the LGA has been seeking the approval of councils to turn the pay proposals into an offer. Their consultation also concluded today and the LGA has confirmed that the pay proposals are now a formal offer.

As a result, the employers have been asked to implement the offer as soon as possible. Attached is a copy of the letter that the Trade Union Side has sent to the LGA.

While accepting the offer, we have made it clear to the LGA that it falls far below the aspirations in the 2014-15 pay claim and what you - our members - deserve. It is a further pay cut for members providing vital local services, struggling to make ends meet in the face of massive job cuts and attacks to their terms and conditions. We also stressed the urgent necessity to strengthen collective bargaining in local government and schools and called on the Local Government Association to move quickly with us to tackle the many serious issues facing our members.

The LGA is now sending official notification to local authorities to implement the offer. Details of this notification including the non-consolidated payments payable this December and next April and the new rates of pay applicable from 1 January 2015 are attached. UNISON pay cards will be produced as soon as possible.

### Our campaign will continue!

At the NJC Committee meeting today there was a long discussion about the best way to take our campaign for fair pay and conditions forward. The Committee also discussed rebuilding our membership and density and effective collective



bargaining in local government and schools to enable us to achieve our objectives. The NJC Committee agreed a plan of action which will include:

- A widespread consultation with members over our key pay campaign targets for the future
- Developing a plan to strengthen collective bargaining at NJC and branch level through recruitment and organising and work on ways to make the NJC more effective
- A campaign of political re-engagement over pay issues – from councils and school governors to government Ministers across England, Wales and Northern Ireland
- Action to put local government on the public map and show that the work our members do is vital to local communities and society as a whole
- Ongoing research and a publicity campaign to demonstrate that our members continue to be the ‘poor relations’ of the public sector
- High profile lobbying around pay leading up to - and beyond – the General Election

## **Recruit and organise**

Local government and school workers need to be given a clear message that UNISON’s campaign for massively improved pay and conditions in councils and schools does not stop here. Far from it. We need to build an even stronger voice to make ourselves heard by employers and politicians across England, Wales and Northern Ireland.

To get that stronger voice, we need to recruit the many, many council and school workers who are not in a union. That means getting them to join UNISON – the biggest union in schools and local government.

We can no longer expect to have the impact we need and deserve without increasing our membership and density – especially in the many schools and councils where union members are in a small minority.

So – get out there today and tell your non-union workmates that UNISON is still fighting for decent pay and conditions and needs them to join us if we are going to win!