

National Employers for local government services

Jon Richards, Rehana Azam, Jim Kennedy
Trade Union Side Secretaries
NJC for Local Government Services
c/o UNISON Centre
130 Euston Road
London NW1 2AY

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Dear Jon, Rehana and Jim

LOCAL GOVERNMENT PAY 2020

The National Employers' Side of the NJC met earlier this week to consider a further response to your Side's pay claim. Having considered the feedback from councils at a second round of regional pay consultation briefings, the Employers now wish to make a final offer as follows:

- **With effect from 1 April 2020, an increase of 2.75 per cent on all NJC pay points 1 and above**
- **With effect from 1 April 2020, an increase of one day to the minimum annual leave entitlement as set out at Part 2 Para 7.2 in the National Agreement. This increase would apply just to those employees whose leave entitlement at 1 April 2020 is twenty one days (plus extra statutory and public holidays) and would revise the current provision to read as follows:**

7.2 The minimum paid annual leave entitlement is twenty ~~one~~ two days with a further ~~four~~ three 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"

- **The National Employers also agreed that the Joint Secretaries should continue their discussions on the element of your claim that seeks "a comprehensive joint national review of the workplace causes of stress and mental health"**
- **The National Employers propose that the Joint Secretaries enter into discussions, without prejudice, in order to examine all options for ensuring the sector – and the NJC pay spine - can meet the challenge of the Government's target for the National Living Wage in the coming years**

The National Employers, on behalf of all local, regional and national politicians, pay tribute to the extraordinary contribution that all staff are making towards the national effort to deal with the COVID-19 emergency. Accordingly, members agreed to recommend that representations are made to government in order to seek funding for an additional amount to be awarded to employees in recognition of their exceptional hard work.

The Employers' offer is not conditional on the government's response so they hope it can quickly form the basis of an agreement between the two Sides so that employees, who are providing such critical support to their communities, can receive a well-deserved pay rise as soon as practicable.

Yours sincerely,

Naomi Cooke

Naomi Cooke
Employers' Secretary