

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 8 October 2019

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1. Purpose of the Report

This is an information item highlighting to the Committee, any issues of particular interest that relate to the council's workforce.

2. Recommendation

The Committee is asked to note this report.

3. Summary of current issues

3.1 Most employees within the Council are employed under national terms governed by the National Joint Council (NJC) for Local Government Services. The NJC Trade Unions have lodged their annual pay claim that would apply from 2020 with the National Employers. The claim is for a:

- 10% pay increase
- one-day increase in annual leave
- two-hour reduction in the working week
- review of workplace stress and mental health

Councils will be consulted in the usual way through a series of regional pay briefings during September and October.

ALACE, the trade union that represents Chief Executives for the purpose of national bargaining, has also now submitted its claim for 2020 to the Joint Negotiating Committee (JNC) for Chief Executives. The claim is for an award that is no less favourable than that which is finally agreed for the NJC employees. Although in recent years pay awards to Chief Executives have either been frozen for longer periods than NJC staff or capped beyond certain earnings levels, historically it is more usual for national pay awards for Chief Executives (and Chief Officers) to reflect the award made to NJC staff.

No pay claim has yet been made on behalf on the JNC for Chief Officers.