

## **Report to Joint Consultative and Safety Committee**

**Subject:** Current staffing issues (Standing Item)

**Date:** 22 February 2022

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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**

The Staff Side for the NJC (the terms and conditions under which most staff of the council are employed) has rejected the final offer made by Employers of a 1.75% pay rise. Initially UNISON members voted 79% to 21% to reject the offer; GMB members voted 75% to 25% to reject.

In respect to Chief Executives' and Chief Officers' pay, the National Employers made final pay offers of 1.50% to both groups. Both the respective Staff Sides rejected the final offers and asked the employers to reconsider and instead meet their claims for "equality of treatment with the generality of local government staff".

Since then, and at the time that these papers were written, the Council had just been notified that the national UNISON strike action ballot has failed as there was an insufficient proportion of members participating in the ballot to make any strike action legal. Although 70.2% of voters supported strike action this was on a turnout of 14.5%. To strike legally then a 50%+ turnout would be required.

GMB (we do have a number of members in PASC and Waste) have not yet indicated whether or not they intend to go to full ballot on strike action.

Although part of the national bargaining machinery, we do not recognise the Unite union locally and as such it would be unlikely that there would be local impact if Unite took industrial action.

This doesn't mean that the national dispute over the 2021-22 pay award is concluded but it is likely that the range of responses open to the unions might now perhaps be more limited.

The position relating to the pay award for Chief Executives and Chief Officers is currently unclear in terms of how the difference might be pursued.