



For council and school workers

2020-21 NJC Pay Consultation



What is the NJC?

- The National Joint Council (NJC) is made up of representatives from UNISON, other trade unions and employers (the Local Government Association)
- The NJC negotiate local government pay for England, Northern Ireland and Cymru/Wales
- Unions submit a pay claim every year
- The employers respond with a pay offer



What is the NJC?



- UNISON consults members on the pay offer
- The final pay award is applied to the NJC pay spine
- The NJC pay spine is used by councils and schools to construct their local pay grades

Background to this year's pay offer



- Local Government has suffered huge funding cuts since 2010
- Pay has fallen by approx. 20% since 2010
- The LGA chose not to join unions in asking the government for more funding for pay
- COVID-19 has left councils with even more uncertainty about their future finances

The NJC Pay Claim 2020-21

UNISON and other unions asked for:

- £10 per hour for NJC SCP 1
- A 10% increase on all other pay points

In addition:

- 1 day increase to minimum annual leave
- A national review into stress and mental health



NJC Pay Offer 2020-21



In February the employers responded with an initial offer:

- A 2% pay increase
- A one-day increase in the Green Book minimum level of annual leave
- Joint work on mental health

The unions rejected this offer and entered into further negotiations.

NJC Pay Offer 2020-21

The employers responded with this final offer:

- A 2.75% pay increase
- A one-day increase in the Green Book minimum level of annual leave
- Joint work on mental health



Comparing the claim with the offer



What we asked for	What employers have offered
10% pay increase £10 an hour minimum wage	2.75% pay increase £9.25 an hour minimum wage
1 day increase to minimum level of annual leave	1 day increase to minimum level of annual leave – new starters
2 hour reduction to the working week	No reduction to the working week
National review into stress/mental health	Joint work on stress/mental health

UNISON NJC Committee



The NJC committee met on 5 June and decided:

- It is the best offer achievable by negotiation
- Not to make a recommendation to members - the offer falls far short of what members deserve, but councils face funding difficulties and inflation is low
- To launch a member consultation on the offer asking members to accept or reject the offer
- If members wish to reject the offer, you need to be prepared to take industrial action

What you need to do

- Make sure your branch has your email address!
- You will be asked to vote to accept or reject the offer
- Check your membership details are up to date, so that your branch is able to consult you
- We need a high turnout so we have an accurate picture of all members' views
- Remember to vote in the consultation - it's your union and your pay!

