

National Employers for local government services

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Trade Union Side Secretaries
NJC for Local Government Services
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Dear Mike, Rehana and Clare

LOCAL GOVERNMENT PAY 2022

Thank you for your pay claim which was received on 6 June. As you know, the employers moved quickly to brief councils on it, with that process concluding on 27 June. The National Employers met today and agreed to respond formally to your pay claim.

The National Employers wish to make the following final, one-year (1 April 2022 to 31 March 2023) offer:

- **With effect from 1 April 2022, an increase of £1,925 on all NJC pay points 1 and above¹.** *The equivalent percentage increases to each pay point are shown at Annex A*
- **With effect from 1 April 2022, an increase of 4.04 per cent on all allowances** *(as listed in the 2021 NJC pay agreement circular dated 28 February 2022)*
- **With effect from 1 April 2023, an increase of one day to all employees' annual leave entitlement**
- **With effect from 1 April 2023, the deletion of pay point 1 from the NJC pay spine**

The employers are puzzled by the inclusion in your claim of two elements that formed part of the 2021 pay agreement that was reached on 28 February 2022. I therefore remind you that the NJC has already agreed to:

- **Complete the work of the joint term-time only review group.** *This work has already restarted. National officers held an initial meeting on 18 March to discuss the practical arrangements of restarting the review and a further such meeting is scheduled for 9 August.*
- **Enter into discussions on homeworking policies.** *However, the employers believe that most, if not all councils, will by now have established local homeworking policies of their own. Therefore, any NJC guidance that might be produced would be of limited value to either employers or employees.*

In response to other elements of your claim:

- **Mileage allowances.** *There is no mechanism in place for the NJC rates (which your claim acknowledges are not widely used) to be updated and reinstated. The National Employers have no role in determining HMRC mileage rates. However, on 13 July, the LGA confirmed it would write to HMRC to request a review of that organisation's mileage rates in order that they more accurately reflect the costs council workers are incurring.*

¹ The Green Book Part 2 Para 5.4 provides that posts paid above the maximum of the pay spine but graded below deputy chief officer are within scope of the NJC. The pay levels for such posts are determined locally, but once fixed are increased in line with agreements reached by the NJC. Therefore, the employers' final offer of £1,925 also applies.

In Wales, the Joint Council for Wales, which represents local government employers and trade unions, at its meeting on 14 July, supported an action to lobby UK Government and the HMRC to review the HMRC mileage rates given recent cost of living, particularly fuel increases. Both employers and trade unions have agreed to work in partnership and through independent means to take action to pursue a change in the AMAP rate which forms the basis of many local policies. Similar discussions regarding cost of living pressures took place at the recent Partnership Council meeting on 6 July 2022, in which partners committed to raise the cost of living issue, including the need for a review of the HMRC mileage rates, with the UK Government.

I shall keep you informed of developments on the issue of mileage allowances.

Family leave and pay. *The National Employers repeat their offer from 2021 to incorporate into the National Agreement's Maternity Scheme, the new statutory provisions that provide for an additional week's leave for each week a neonatal baby is in hospital, for up to 12 weeks, paid currently at the statutory rate of £156.66 per week (or 90 per cent of earnings, if less).*

The National Employers further propose to enter into discussions on the broader family leave and pay issues raised in your claim.

Finally, in response to the remaining elements of your claim, the employers reject the following:

- *"A one-off COVID-19 recognition payment that covers all NJC workers"*
- *"Introduction of a homeworking allowance for all staff who are working from home"*
- *"The introduction of a school support staff retention payment scheme, supported by Green Book guidance"*
- *"A reduction of the working week to 35 hours with no loss of pay, and a reduction to 34 hours a week in London. Part-time staff to be given a choice of a pro rata reduction, or retaining the same hours and being paid a higher percentage of FTE"*

Recognising the delays beyond the standard 1 April pay award implementation date employers and employees have experienced in recent years, if agreement on this final offer can be reached, the National Employers propose that we promptly enter into negotiations on pay for 2023-24, perhaps by using your 2022 claim as the basis for our discussions.

The National Employers hope this final offer can quickly form the basis of an agreement between the two Sides so that employees, who continue to provide such critical support to their communities, can receive a pay rise as soon as practicable.

Yours sincerely,

Naomi Cooke

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Employers' Secretary

ANNEX A

SCP	Employer offer	Equivalent %
1	£1,925	10.50%
2	£1,925	10.40%
3	£1,925	10.19%
4	£1,925	9.99%
5	£1,925	9.80%
6	£1,925	9.60%
7	£1,925	9.42%
8	£1,925	9.23%
9	£1,925	9.05%
10	£1,925	8.87%
11	£1,925	8.70%
12	£1,925	8.53%
13	£1,925	8.36%
14	£1,925	8.20%
15	£1,925	8.04%
16	£1,925	7.88%
17	£1,925	7.72%
18	£1,925	7.57%
19	£1,925	7.42%
20	£1,925	7.28%
21	£1,925	7.14%
22	£1,925	7.00%
23	£1,925	6.82%
24	£1,925	6.60%
25	£1,925	6.40%
26	£1,925	6.21%
27	£1,925	6.04%
28	£1,925	5.87%
29	£1,925	5.75%
30	£1,925	5.60%
31	£1,925	5.45%
32	£1,925	5.29%
33	£1,925	5.12%
34	£1,925	4.99%
35	£1,925	4.86%
36	£1,925	4.74%
37	£1,925	4.63%
38	£1,925	4.52%
39	£1,925	4.42%
40	£1,925	4.31%
41	£1,925	4.22%
42	£1,925	4.13%
43	£1,925	4.04%