

Report to: Clackmannanshire Council

Date: 16 December, 2010

Subject: Scottish Joint Council and Scottish Joint Negotiating Committee - Craft Operatives: Pay Negotiations/Award 2010; Allowances, Part-Time Registrars and Assistant Registrars; Stand-By, Call-Out & Disturbance Payments (officers other than Social Workers)

Report by: Director of Finance & Corporate Services

1.0 Purpose

- 1.1 The purpose of this report is to advise Council of the outcome of national pay negotiations which have taken place at the *Scottish Joint Council for Local Government Employees (SJC)* and the *Scottish Joint Negotiating Committee - Craft Operatives (SJNC)* and to note the pay award for 2010/11 and to approve a pay freeze in 2011/12 and 2012/13.

2.0 Recommendation

- 2.1 It is recommended that Council:
- a) note the awarded pay rise of 0.65% for 2010/2011 (backdated to 1 April, 2010) to relevant groups of employees;
 - b) freezes pay in both 2011/12 and 2012/13 for those same groups of employees.

3.0 Background

- 3.1 An offer of a 3 year pay settlement from 2010-2013 was made by the employers' side earlier in the year as follows:
- 2010-11: 1%
 - 2011-12: 0%
 - 2012-13: 0.5%
- 3.2 Employees subject to the offer included all Council staff with the exception of teachers and Chief Officers.
- 3.3 This offer was rejected by the trade unions (UNISON, GMB and UNITE) which were seeking a 3% pay rise in 2010-11 or an increase of £600 (whichever was greater) and a minimum wage of £7.00.

3.4 Subsequent to negotiations breaking down, in late August, the employers "imposed" a settlement of a 0.65% increase in 2010-11, with no increase in either of 2011-12 or 2012-13. The rationale for a reduced award was affordability given the reduction in the block allocation to Scottish local government from the UK government and other anticipated reductions in resources.

3.5 Following on from the above decision, CoSLA has also recommended the same award from 2010/11-2012/13 in respect of:

- allowances for part-time and assistant registrars
- Stand-By, Call-Out & Disturbance Payments for officers other than Social Workers

4.0 Considerations

4.1 The Council as an employer is a signatory to the national agreements of the SJC and the SJNC. As such, the terms of these are incorporated into the contracts of individual Council employees. When a collective agreement is reached in any of the Scottish Negotiating bodies, local authorities automatically implement that agreement.

4.2 The situation currently, however, is that there has been no agreement between the parties to the negotiating bodies (i.e. employers as represented by CoSLA and employees as represented by various trade unions).

4.3 CoSLA have indicated strongly that Scottish Councils should implement the 0.65% pay award by October of this year. This agreed employers' offer of 0.65% backdated to 1 April 2010 will cost this Council £303k.

4.4 The Council has the financial resources within the existing budget to accommodate the Employer's agreed 0.65% award. Accordingly the pay award has been implemented and the increase together with backdated monies from 1 April 2011 will be paid to staff in their December salary.

4.5 Given the reduction in the block allocation to Scottish Local Government from Central Government however, together with the increasing demands on the Council's budget, it is recommended that this Council also make the decision to freeze pay in the financial years 2011/12 and 2012/13 as agreed by CoSLA to avoid any further upward pressure on the budget for the next two years.

5.0 Conclusions

5.1 The national negotiating machinery for pay awards has failed to reach mutual agreement on a pay settlement. The Employers collectively agreed to an increase of 0.65% for the year 2010/11 and a subsequent pay freeze for the following two years. This Council has the financial resources to fund the agreed 0.65%. Accordingly the pay award has been implemented enabling staff to get the benefit of the small increases and backdated monies in their pay prior to Christmas.

5.2 In the absence of mutual agreement through the national negotiating machinery the Council is requested to take a view on the level of any award for the period 2011/12 and 2012/13.

6.0 Sustainability Implications

NA

7.0 Resource Implications

Financial Details - set out in the report at paragraph 4.3

Staffing - there are no implications for the establishment as a direct result of this report.

8.0 Declarations

8.1 The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) Our Priorities 2008 - 2011

The Council is effective, efficient and recognised for excellence

(2) Council Policies (Please detail) N/A

9.0 Equalities Impact

9.1 N/A

10.0 Legality

10.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

11.0 Appendices

None

12.0 Background Papers

1- CoSLA letter

2 - CoSLA Personnel Services Circular, Industrial Relations 5/10

3 - CoSLA Personnel Services Circular, Industrial Relations 6/10

Author(s)

NAME	DESIGNATION	SIGNATURE
Elaine McPherson	Head of Strategy & Customer Services	

Approved by

NAME	DESIGNATION	SIGNATURE
Elaine McPherson	Head of Strategy & Customer Services	
Nikki Bridle	Director of Finance & Corporate Services	

