

**Report To:** Employment Committee - 25 August 2009

**Report From:** Kay White - Head of Human Resources

**Subject:** National Pay Award – JNC & NJC

**Date:** 25<sup>th</sup> August 2009

## **1. Purpose of the Report**

1.1. To update the Employment Committee on the progress of the National Pay Award and to consider the recommendation.

## **2. Recommendations**

2.1. The 2009/10 National Pay Award offer is paid to staff on JNC for Chief Executives, JNC for Chief Officers and NJC for Local Government Staff terms and conditions in September 2009 backdated to 1<sup>st</sup> April 2009.

## **3. National Pay Award**

3.1. The National Pay Award for NJC for Local Government Staff 2009/10 is yet to be agreed although a decision is expected in September following the Trade Unions balloting their members. If the award is not finalised before November the ORACLE pay system will not be able to automatically calculate back pay because of the Local Pay Review changes to staff pay and allowances. Payroll would then have to undertake manual pay calculations for the 6000 staff covered by this pay award.

3.2. Given the above complications it is proposed to pay the National Pay Award offer to all staff on JNC for Chief Executives, JNC for Chief Officers and NJC for local government staff. This decision does not in any way pre-suppose the council coming out of National pay bargaining but is a goodwill gesture to staff and overcomes the potential administrative difficulties referred to earlier.

## **4. Legal Issues**

4.1. The City Solicitor has formally considered the report and it is within the city councils powers to approve the recommendations set out above.

**5. Equality Impact Assessment**

This report has not undergone an Equality Impact Assessment.

Signed.....  
**Kay White, Head of Human Resources**

Date.....

**Background List**

The following list of documents disclose facts or matters which have been relied upon to a material extent by the author in preparing this report:

<b>Title of Document</b>	<b>Location</b>
None	