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Issue Number 10

## NJC pay campaign – latest news

All the latest news, campaign ideas and resources from the local government NJC 2021 pay campaign.

### NJC Committee agrees to consult members - and asks them to reject the 1.75% offer

On 27 July the Employers' Side of the National Joint Council (NJC) wrote to the unions with a final pay offer for 2021. From 1 April 2021, they are offering:

- An increase of 2.75% for those on pay point 1
- An increase of 1.75% for everyone else
- Completion of the outstanding work of the joint Term-Time Only review group
- Discussions on joint framework guidance on homeworking (but no offer of a homeworking allowance)
- Discussions on joint guidance on mental health
- Incorporation of new statutory provisions for neo-natal leave and pay into the Green Book

UNISON's NJC Committee met on 28 July and agreed to launch a consultation of members on this final pay offer. The Committee strongly agreed to recommend that members vote to **reject** the offer.

The Committee agreed that the 0.25% improvement in the offer is insignificant (following the earlier offer of 1.5%), and the offer is nowhere near what members need or deserve, following years of real terms pay cuts and the outstanding work members in councils and schools have done throughout the pandemic.

We know that many local authorities are struggling financially. However, the unions had requested that the Local Government Association (LGA) join us in campaigning for more funds from the Westminster Government for local government pay. The LGA have refused, saying that they will only be calling for more funds for services.

We also know that many councils have budgeted 2% or more for this year's pay increase.

The consultation of members will launch in late August and will run through most of September. The exact dates will be confirmed as soon as possible.

In the meantime, it is vital that we promote the campaign and consultation. We need members to vote, and we need to emphasise the NJC Committee's recommendation that they vote to **reject** the offer.

The primary way most members will vote is likely to be digitally, so we really need to ensure we have as many members' email addresses as possible. Please remind members to check that their details are up to date by following this link:

<https://www.unison.org.uk/update-your-details/>

We also need to start the job of checking membership records on RMS/WARMS now, so that if we do move to an industrial action ballot, we have done as much work as possible. With that in mind, branches are reminded that we need to establish which non local authority employers can be included in a future industrial action ballot. Advice is available on how to establish which non local authority employers can be included:

[http://msg.unison.org.uk/files/amf\\_unison/project\\_131/NJC\\_pay\\_2021\\_mapping\\_advice\\_non\\_LA\\_employers.pdf](http://msg.unison.org.uk/files/amf_unison/project_131/NJC_pay_2021_mapping_advice_non_LA_employers.pdf)

Branches and regions are asked to use this advice to identify which employers can be included.

## Keep up the pressure on the Government

On 26 July, **UNISON General Secretary Christina McAnea wrote to Boris Johnson**, calling on him to make funds available for a decent pay increase for local government workers. As Christina says in her letter, "Our local government workers keep communities safe, children educated and our most vulnerable cared for. Just like our NHS workers, people working in councils, schools and in the community, have put themselves in harm's way to fight COVID-19 and to keep essential services going. They went to work, so that others could stay home. So it is indefensible that they should now be offered a real terms pay cut."

You can read the letter here: <https://www.unison.org.uk/content/uploads/2021/07/Letter-to-the-Prime-Minister-NJC-Pay-1.pdf>.

Please share it with your members and any other networks!

In addition, we need every member to write to their Member of Parliament (MP), making clear how urgent the situation is and asking them to press the Chancellor of the Exchequer and the Secretary of State for Housing, Communities and Local Government for more funding for local government pay.

Our 'Email your MP' tool makes this easy. All you need to do is follow the link, enter your details, and an email to your MP will be generated. You can make any changes you want, and then send it.

Click here to email your MP: <https://action.unison.org.uk/page/83037/action/1>

Branches – please ask all of your members to do this!

## Resources to help you spread the word

Here's a reminder about some resources that should help you spread the word about why our members deserve a decent pay increase – and why 1.75% isn't enough.

This article on the UNISON website, 'The forgotten frontline', uses powerful individual stories to highlight how underpaid and under-valued our members in local government are, and the way they have kept the country going throughout the pandemic.

<https://www.unison.org.uk/news/article/2021/07/the-forgotten-frontline-council-and-school-staff-need-a-10-pay-rise/>

This blog by UNISON Assistant General Secretary Jon Richards makes a hard-hitting case for our 10% pay claim, asking readers to put themselves in the shoes of a low-paid cleaner in a primary school. The blog explains why our members need and deserve a decent pay increase, and highlights the £37 billion wasted on track and trace, £849 million spent on 'eat out to help out' and £2 billion in COVID contracts to Tory donors.

<https://www.unison.org.uk/blogs/2021/07/blog-why-this-insult-to-council-and-school-staff-cant-be-allowed-to-stand/>

Please make sure you send these articles to as many people as possible, to help build support for the campaign.

## Local Labour Party meetings – model motion

We should also be pushing hard for support from the Labour Party. At a local level, branches are asked to use your Labour Link officers, and representatives on Constituency Labour Party committees, to get local government pay debated in your local party meetings and get a clear message of support for our members' pay campaign.

To help with this, we have produced a model motion for you to put forward. You can find it here: [http://msgfocus.com/files/amf\\_unison/project\\_131/Local\\_Labour\\_Party\\_motion\\_-\\_supporting\\_the\\_pay\\_claim.docx](http://msgfocus.com/files/amf_unison/project_131/Local_Labour_Party_motion_-_supporting_the_pay_claim.docx)

## Reminder - campaign resources

Christina McAnea letter to Boris Johnson:

<https://www.unison.org.uk/content/uploads/2021/07/Letter-to-the-Prime-Minister-NJC-Pay-1.pdf>.

The forgotten frontline - article focusing on individual stories:

<https://www.unison.org.uk/news/article/2021/07/the-forgotten-frontline-council-and-school-staff-need-a-10-pay-rise/>

Why this insult to council and school staff can't be allowed to stand:

<https://www.unison.org.uk/blogs/2021/07/blog-why-this-insult-to-council-and-school-staff-cant-be-allowed-to-stand/>

'Levelling up the forgotten frontline' – blog by UNISON General Secretary Christina McAnea: <https://www.unison.org.uk/news/general-secretary-blog/2021/05/blog-levelling-up-the-forgotten-frontline/>

Posters aimed at members, potential members and the public - order printed copies or download digital versions: <https://shop.unison.site/product-category/council-and-schools-pay/>

Downloadable 'Fair pay for council and school workers' graphics: <https://medialibrary.unison.org.uk/?c=392&k=c8607f325c>

Pay campaign leaflet - general: <https://shop.unison.site/product/njc-pay-leaflet-2021/>

Pay campaign leaflet - schools: <https://shop.unison.site/product/njc-pay-schools-leaflet/>

General leaflet – Welsh: <https://shop.unison.site/product/njc-pay-leaflet-2021-welsh-version/>

Schools leaflet – Welsh: <https://shop.unison.site/product/njc-pay-schools-leaflet-2021-welsh-version/>

Key messages document bringing together arguments, statistics and examples – helpful for local campaigning eg with press and media: [https://docs.google.com/document/d/1ZdW0r7YCbkpmnr3UfsQcwHgt\\_bWvMSwEbUL82kGibLM/edit?usp=sharing](https://docs.google.com/document/d/1ZdW0r7YCbkpmnr3UfsQcwHgt_bWvMSwEbUL82kGibLM/edit?usp=sharing).

Local Service Champions videos – highlighting the vital work our members do: <https://www.youtube.com/watch?v=XkDSY-8LeTI>  
<https://www.youtube.com/watch?v=c9yAdGHmGOE>

Campaign video – use this button to auto-share on Facebook: <https://www.facebook.com/sharer/sharer.php?u=https%3A%2F%2Ffb.watch%2F4StFuIWC Ee%2F>

Campaign video – use this button to auto-share on Twitter: <https://twitter.com/UNISONinLG/status/1365346416172875777?s=20>

Campaign web page: [www.unison.org.uk/LGfairpay](http://www.unison.org.uk/LGfairpay)

Facebook page: [facebook.com/UnisoninLocalGovernment](https://www.facebook.com/UnisoninLocalGovernment)

Twitter feed: @UNISONinLG

Email your MP tool: <https://action.unison.org.uk/page/83037/action/1>

Model motion for local Labour Party meetings: [http://msgfocus.com/files/amf\\_unison/project\\_131/Local\\_Labour\\_Party\\_motion\\_-\\_supporting\\_the\\_pay\\_claim.docx](http://msgfocus.com/files/amf_unison/project_131/Local_Labour_Party_motion_-_supporting_the_pay_claim.docx)

'Fair Pay for council and school workers' graphics: <https://medialibrary.unison.org.uk/pages/search.php?search=%21collection392&k=5edacb4292>

Latest news and campaign resources: [www.unison.org.uk/LGfairpay](http://www.unison.org.uk/LGfairpay)

Pay campaign Powerpoint presentation:

<https://www.unison.org.uk/content/uploads/2021/02/NJC-Fair-Pay-Now-2021-Presentation.pptx>

Webinar recording: <https://youtu.be/f5JGMuT7JTU>

Link for members to update their details: <https://www.unison.org.uk/update-your-details/>

Advice on how to establish which non local authority employers can be included in a potential ballot:

[http://msg.unison.org.uk/files/amf\\_unison/project\\_131/NJC\\_pay\\_2021\\_mapping\\_advice\\_non\\_LA\\_employers.pdf](http://msg.unison.org.uk/files/amf_unison/project_131/NJC_pay_2021_mapping_advice_non_LA_employers.pdf)