

# National Employers for local government services

**Mike Short, Rehana Azam, Jim Kennedy**  
**Trade Union Side Secretaries**  
**NJC for Local Government Services**  
**c/o UNISON Centre**  
**130 Euston Road**  
**London NW1 2AY**

19 October 2021

Dear Mike, Rehana and Jim

## **LOCAL GOVERNMENT PAY 2021**

Thank you for your letter of 14 October.

The National Employers met today and noted the outcome of your pay consultation ballots and your intention to prepare to conduct ballots for industrial action.

The employers carefully considered your request for them to make an improved offer. After a lengthy debate, the employers today agreed by a majority to reaffirm that the pay offer they made on 27 July (see overleaf) is full and final.

You are aware of the financial situation in the sector; the employers are therefore obliged to ensure that they represent the interests of local authorities by ensuring that any pay offer is shaped in such a way that it is affordable and fair to both employers and employees.

In your letter, you also request that the employers, *“reconsider [their] refusal to work with us to lobby the government for more funding specifically for local government pay”*. I remind you that any decision to seek funding for a pay award can only be made by the LGA (in coordination with the WLGA and NILGA) and is therefore outside the remit of this body.

The National Employers urge you to reconsider your decision to ask your members to vote for industrial action in order that the local government workforce can promptly receive the 2021 pay award.

Yours sincerely,

*Naomi Cooke*

**Naomi Cooke**  
**Employers' Secretary**

## National Employers' full and final pay offer for 2021:

- **With effect from 1 April 2021, an increase of 2.75 per cent on NJC pay point 1**
- **With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above**
- **Completion of the outstanding work of the joint Term-Time Only review group**
- **A national minimum agreement on homeworking policies for all councils**

The LGA's Workforce team has gathered a number of examples of local proposals and policies from councils that are moving to a hybrid working model. It is also providing advice and guidance on organisational development strategies and employment practices that support post-COVID workforce transformation. All of this work includes issues raised in your proposals, so the employers suggest that the NJC begins discussions on how they could be included in joint framework guidance.

The employers noted your repeated request for the introduction of a homeworking allowance for all staff who are working from home. This issue received no support from councils during the regional pay consultation process, so the employers reaffirm their previous rejection of this element of your claim.

- **An agreement on a best practice national programme of mental health support for all local authorities and school staff**

The LGA's Workforce team has collected large amounts of data and information relating to local policies which could be highlighted jointly as examples of good practice. Throughout the pandemic, the LGA's Workforce team has worked with a number of national partners to offer a wide range of emotional and physiological wellbeing guidance and information for managers and staff across the different sectors of our workforce, with a particular focus on mental health.

A programme of work is planned that will provide more advice and guidance to local government employers to help support them to manage the transition of staff out of 'crisis' or 'react' mode and to develop employment practices that have wellbeing principles and competencies at their core. The employers propose that the NJC begins discussions on producing joint guidance.

- **A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave**

The employers noted your proposal for a new '*family leave and pay*' section in Part 2 of the Green Book. The employers request that you provide more details so that they are able to properly consider this suggestion.

You will be aware that the Government will be issuing its response to its 2019 consultation on the potential reform of the statutory provisions for maternity, parental and family leave and pay before the end of the year. Therefore, the employers propose that the NJC waits to see what the government brings forward before it embarks on a review of its own.

However, the government will be introducing neo-natal leave and pay. The new statutory provisions will allow for an additional week's leave for each week a neonatal baby is in hospital, for up to 12 weeks, paid at the statutory rate of £151.97 per week (or 90% of earnings if less).

The National Employers propose that this new provision is incorporated into the National Agreement's Maternity Scheme.