



## Joint Unions Response to LB of Bromley Pay Proposal

At the Pay Consultation Meeting on 16/01/2018 the Employer Side proposed a 2% uplift in pay, across all pay scales.

Union representatives at the meeting responded to the effect that we could not recommend acceptance of this offer to our membership on the basis that it falls far short of both the Joint Unions' Pay Claim submitted to Bromley and the current offer from the NJC Employers Side, which includes better percentage increases for workers on lower pay grades and provides for a 2 year commitment. The Council's current proposal would seem therefore to disregard the urgent need to relieve the strain on Bromley's lowest paid staff members, who are struggling to meet the rising cost of living in Greater London and the surrounding areas.

Furthermore, we are disappointed to see that Bromley Council is not delivering on its stated intentions to reward their staff better than their counterparts within the NJC Framework. Whilst we understand that Local Authorities across the country are severely cash-strapped due to years of under-funding from Central Government, we cannot see why Bromley would be in a worse financial situation than other London Councils, as the challenges faced are broadly the same?

**In the light of the above, we hereby request that the LB of Bromley consider improving their offer for 2018/19 in respect of workers on lower pay by implementing additional Lump Sum consolidated payments, as in previous years, over and above the 2% uplift.** With an ever decreasing staff base due to continued privatisation should surely cost the Borough a steadily diminishing amount.

In line with the sliding scale of increments on offer from the NJC, we are requesting your consideration of the following;

For staff on pay bands currently **above £19,000** FTE PA, a 2% increment, as proposed,

For staff on pay bands currently **between £17,000 - £19,000** FTE PA, a further consolidated lump sum uplift of £600,

For staff on pay bands currently **between £16,000 - £17,000** FTE PA, a further consolidated lump sum uplift of £800,

For staff on pay bands **below £16,000** FTE PA, a further consolidated lump sum uplift of £1,000.

We look forward to receiving the Council's formal response in respect of this request made on behalf of its staff and our members.