



UNISON Members' Response to the Employer's Pay Offer 2019/20

INTRODUCTION

In November 2018, UNISON, GMB and UNITE submitted a joint Pay Claim on behalf of the London Borough of Bromley employed trade union members which was broadly in line with the equivalent national award (NJC).

SUMMARY OF THE CLAIM

Unions were seeking:

- **An across the board increase on all salary points and allowances to achieve the equivalent of the Year 2 NJC Pay Award (which achieved between 4.04% and 11.93% across the periods 2018/19 and 2019/20, the lowest pay bands getting the highest increases)**
- **Increases in pay rates for staff on the bottom pay scales to achieve the London Living Wage (£10.55/hr for 2019) as a minimum, and to maintain a position well above the National Minimum Wage (also known as the National Living Wage) level (£7.83/hr from 01/04/2018)**
- **A review of the LB of Bromley's pay an grades structures to create a clearer and more equitable distribution across all grades following realignment of the lowest bandings as above**
- **An agreement with the joint unions on behalf of LBB staff in relation to the management of workloads across the Council**
- **Planned overtime rates in line with the GLPC recommendations as follows;**

Rate A	-	£21.02 (from 01/04/2019)
Rate B	-	£22.50 (ditto)
Rate C	-	£24.42 (ditto)

These rates apply to NJC spinal column point 29 and above.

- **Special London Allowance for Residential Staff (where this applies) in accordance with the GLPC agreement as follows;**

The agreed rate from 01/04/2018 to be £1144 and from 01/04/2019 to be £1167

OUTCOME TO THE CONSULTATION MEETINGS WITH UNION REPRESENTATIVES

Bromley Council recently emailed all Council staff regarding the increases they are to receive from 1st April 2019. UNISON has now balloted the members directly employed by Bromley Council on the offer from their employer.

UNISON MEMBERS' RESPONSE TO THE EMPLOYER'S PAY OFFER

The UNISON members' view is that the award is disappointing in falling short of the joint unions' original claim, and in that it fails to match the current inflation rate. It is also significantly worse than the current 2 year pay award from the NJC/GLPC (national) employers (including other London councils) - for staff on the lower pay grades in particular.

It is saddening that, despite the relatively low cost implications, the Council has again insisted that it will not be signing up to the Living Wage Foundation in paying the London Living Wage as a minimum to all directly employed staff. Seventeen other London Councils, along with the GLA, have now voluntarily made this undertaking.

We are disappointed that the Council has responded to our workload agreement request the effect that it does not see any need to work with staff representatives on the management of workload to ensure that reasonable and sustainable workloads are maintained across the Council. Our request was made in response to a significant number of UNISON members telling us that they are suffering from ill health as a result work-induced stress, further propagated by a 'bullying management style' and 'long hours working culture' in some areas of the services.

Nevertheless, despite the above, UNISON members have indicated that they will be reluctantly accepting the Council's Pay Offer for 2019/20 in view of the current funding constraints facing local government employers.

Sally Tsoukaris, UNISON Regional Organiser
12/02/2019

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