

LJCC 7th December 2022 – Staff Side Pay Award 2022/23 Question and Background

Question

As staff face the financial pressures of the cost of living crisis will LBB show their support for staff by effectively addressing the acknowledged insufficient 2022/23 pay award, by presenting an improved award which ensures all staff receive the London Living Wage and that LBB staff are no worse off than other Outer London Local Authority employees now in receipt of the National award?

Background

Last year the Joint Unions Pay Claim was submitted by Unison, GMB and UNITE, with a headline demand of a 10% across the board uplift.

In April LBB implemented a 2.25% pay award, however, by this time inflation had begun to rise dramatically and has continued to soar, now at over 11%. The National offer now being implemented, involves an across the board payment of £2,229 for Outer London (£1,925 Nationally).

Unite has raised the inadequacy of the pay award and the serious impact on staff to management on various occasions, including in the discussion of the 'Cost of Living Crisis' at the last LJCC.

The Staff Side is pleased that members acknowledge that the original offer is insufficient. However, Unite and fellow unions, Unison and GMB, responded unanimously to the Chief Executive and Head of HR that the offer proposed in November of 'at least 1.79%' top up will not resolve the issue.

It is understood that the suggested 1.79% may not be applied until April 2023 (in addition to but separate from the 23/24 settlement) and may not be backdated.

This leaves all staff receiving no more than the original 2.25% for 2022/23 and spinal points 9 – 15 below the London Living Wage through the winter and cost of living crisis. The potential for increasing personal debt, associated stress and health impacts, will be very significant.

The attached appendices are provided to indicate how the 2022/23 award (2.25%) is reflected in the pay grades and how those figures might be affected by a notional increase of 1.79% (not payable 2022/23).

Appendix 1 BR Pay Grades

- the lowest 10 BR grades (spinal points 9-16) would, had they received the National award, received a rise in excess of 10% decreasing to a rise of 4.5% for the highest BR grade 14 (Spinal point 48).
- the lowest BR grade (spinal point 9) is £1,772 worse off working for LBB than other London Boroughs implementing the National award.
- Whilst the degree of disadvantage lessens through the BR grades even the highest BR spinal point 48 is still £1,122 worse off.

- All BR grades would, had they received the National award, received a larger pay increase / higher % rise than the 2.25% LBB award.
- All BR grades would, had they received the National award, received a larger pay increase / higher % rise even with the suggested additional 1.79% (not applicable in 2022/23), offered to produce 4.04%, a figure which is erroneously referred to as the 'average' award within the NJC claim, when it is merely the increase to allowances. There is no 'average' award calculated within the GLPC's own circular.

Appendix 2 Increasing Pay Inequality - Chief Executive and Directors Pay

- The flat sum National award of £2,229 gives a lower % increase to higher grades
- The LBB 2.25% award skews the spend of the pay budget to rewards higher grades, all of which exceed £2,229 to varying degrees. The highest grade already exceeding the National Award by over £3,000

Appendix 3 – London Living Wage

- Grades 9-14 are all below the hourly London Living Wage
- As Appendix 1 indicates these LBB grades are now between £1,743 and £1,772, worse off than their Outer London equivalents receiving the National Award.

N.B. The data contained is believed to be accurate and was provided to HR 24th Nov. The 2021 and 2022 BR grades are taken from the Council's HR pages as is the 2022 top grades, although the 2021 was not available and has been reverse engineered to give an assumed April 2021 pay for the top grades (referred to in the table as 'assumed').