

## **Motions Submitted to Council**

### **In accordance with Chapter 2, Part 2 (Rule 15) of the Council's Constitution**

#### **Motion 1**

##### **Submitted by Councillor Gerrish**

Thurrock Council supports the National Joint Council (NJC) pay claim for 2018, submitted by UNISON, GMB and Unite on behalf of the Council and school workers calls for the immediate end of public sector pay restraint. NJC pay cannot be allowed to fall further behind other parts of the public sector.

Thurrock Council therefore resolves to:

- Write immediately to the LGA asking it to make urgent representations to Government to fund the NJC claim and the pay spine review;
- Write to the Prime Minister and Chancellor supporting NJC pay claim and seeking the additional resources needed to fund a decent pay rise and pay spine review;
- Meet with local NJC union representatives to convey support for the pay claim and the pay spine review.

#### **Statement**

For most workers in local government and schools, pay, other terms and conditions are determined by the National Joint Council (NJC) for local government services.

On average, across the country, NJC basic pay has fallen by 21% in real terms since 2010.

NJC workers had a three-year pay freeze from 2010-2012 and have received only a 1% pay increase annually since then. Local terms and conditions of many NJC employees have also been cut, impacting on their overall earnings. NJC pay is the lowest in the public sector.

Differentials in pay grades are being squeezed and distorted by bottom-loaded NJC pay settlements needed to reflect the increased Statutory National Living Wage.

Council welcomes the joint review of NJC pay spine to remedy the turbulence caused by bottom-loaded pay settlements.

Council further notes the drastic ongoing cuts to local government funding and calls on Government to provide all additional resources to ensure local authorities can fund a decent pay rise for NJC employees and the pay spine review.

**Monitoring Officer Comments:**

The Motion relates to a matter which affects the Authority or the Authority' area and for which the Authority has a relevant function.

**Section 151 Officer Comments:**

With the number of academies now it is not possible to comment on the additional costs of this motion to schools.

Regarding the Council, every one percent increase equates to approximately £0.7m in immediate increased costs. In addition, there is likely to be further pressures on pensions in the future. Any increase adds to the budget targets set out within the MTFS.

**Is the above motion within the remit of Council to approve?**

Yes