



Town Hall | 61 Newland Street | Witham | CM8 2FE
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witham.gov.uk

AGENDA

Concerning: **Staffing Committee**

Date: **Monday 5th June 2023, Council Chamber**

Time: **7.30pm**

To be present: Councillors

P.	Barlow (Chairman)
S.	Ager
L.	Barlow
B.	Fleet
P.	Heath
J.	Martin

1. **APOLOGIES FOR ABSENCE**

To receive and approve apologies for absence.

2. **DECLARATIONS OF INTEREST**

To receive any declarations of interest.

3. **MINUTES OF THE PREVIOUS MEETING HELD 20th FEBRUARY 2023**

To receive the minutes of the meeting held 20th February 2023 (*previously circulated*).

4. **NJC PAY CLAIM 2023-2024**

To receive an update on the 2023-2024 NJC Pay Claim attached at page 3.

5. **EXCLUSION OF THE PRESS AND PUBLIC**

TO RESOLVE That under the Public Bodies (Admissions to Meetings) Act 1960, the press and public be excluded from the Meeting for the consideration of the remaining items of business on the grounds they involve the likely disclosure of exempt information falling within Schedule 12A (S4) of the Local Government Act 1972.

6. **TOWN CLERK'S REPORT**

To receive a verbal report from the Town Clerk on matters arising.

7. **STAFFING UPDATE**

To receive a staffing update.

8. **STAFF TRAINING**

To receive a report on staff training.

9. **STREETWARDEN UPDATE**

To receive a verbal report on the Street Warden vacancy recruitment.



Nikki Smith
Town Clerk

NS 31.05.2023

Officer Report: NJC Pay Claim**To note:**

The National Employers have made what they term “a full and final offer” in response to the pay claim received from the NJC Trade Unions. The details are:

- With effect from 1 April 2023, an increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.
- With effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine (i.e. points 44 and above)
- This offer would achieve a bottom rate of pay of £11.59 per hour with effect from 1 April 2023 (which equates to a pay increase of 9.42 per cent for employees on pay point 2) and everyone on the NJC pay spine would receive a minimum 3.88 per cent pay increase.
- If this offer is accepted, it will mean that an employee on the bottom pay point in April 2021 (earning £18,333) will have received an increase in their pay of £4,033, which is 22.0 per cent over the two years to April 2023. For an employee at the mid-point of the pay spine (pay point 22), their pay will have increased over the same period by £3,850 (13.99 per cent).
- The increase of £1,925 is the same amount that was agreed for the current year (2022/23)
- They say that the total national pay bill cost resulting from the offer would be £1.093 Billion or 6.42%
- It is important to note that the increase of £1,925 is for up to point 43 only – the LC3 above substantive range begins at point 42, and scale points above that are offered an increase of 3.88%
- The National Employers are also seeking “without prejudice” discussions with the NJC Unions on how to restructure the pay spine, bearing in mind the current and future increases to the National Living Wage.
- All other aspects of the union’s claim – annual leave, a reduction of the working week etc have been declined.

The three union’s response so far has been-

Unite- members returned a 75% rejection of the pay offer and are preparing to ballot for summer strikes with papers being delivered this week.

Unison- members are being balloted to ask if they wish to take industrial action. Papers were posted out from 23rd May and need to be back at Unite by the 4th July 2023.

GMB- 64% rejected the offer and the union has stated that unless negotiations are reopened GMB will move to industrial action ballots.

Advice: To receive and note.