

National Employers for local government services

Ian Woodland
Trade Union Side Secretary
JNC for Craft & Associated Employees
Unite House
128 Theobald's Road
London WC1X 8TN

16 April 2020

Dear Ian,

CRAFTWORKER PAY 2020

I am writing on behalf of the Employers' Side of the JNC to respond formally to the Trade Union Side's pay claim.

The National Employers wish to make the following, final offer in respect of those employees whose pay is determined by contractual reference to the Craft JNC National Agreement ('Red Book'), as follows:

For all Craft JNC employees (regardless of job title and designation) whose rate of pay differs from the salaries set out in the Craft JNC 2018-20 pay agreement circular (dated 4 July 2018), but is still contractually linked to the annual settlement reached by the Craft JNC, the Employers' final offer is as follows:

- **With effect from 1 April 2020, an increase of 2.75 per cent on basic salary and allowances**

The National Employers believe that an offer constructed in this way is the best method of ensuring that those Craft employees on local pay rates which are nevertheless contractually linked to Craft JNC settlements, would receive a pay award.

For those few Craft employees who are paid the **specific** annual salaries as set out in the Craft JNC 2018-20 pay agreement, the Employers' offer is as follows.

- **With effect from 1 April 2020:**
 - **2.75% on Building Labourer grade (equivalent to SCP2 on the NJC spine)**
 - **2.75% on Heating & Ventilation Mate grade (equivalent to SCP3 on the NJC spine)**
 - **2.75% on Building Operative grade (equivalent to SCP3 on the NJC spine)**
 - **2.75% on Plumber grade (equivalent to SCP4 on the NJC spine)**
 - **2.75% on Engineer & Electrician grade (equivalent to SCP5 on the NJC spine), and**
 - **2.75% on all allowances**

These increases would continue the principle agreed by the JNC in the 2016-18 agreement to align the five Craft Grades to current pay points 2, 3, 4 and 5 respectively on the NJC 'Green Book' pay spine.

- **With effect from 1 April 2020, an increase of one day to the minimum annual leave entitlement as set out at Part 2 Para 7.2 in the National Agreement. This increase would apply just to those employees whose leave entitlement at 1 April 2020 is twenty one days (plus extra statutory and public holidays) and would revise the current provision to read as follows:**

7.2 The minimum paid annual leave entitlement is twenty ~~one~~ two days with a further ~~five~~ four days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated”

The Employers believe this offer to amend leave provisions is fair as it would align the minimum entitlement with the offer made to the NJC whilst retaining the current long-service entitlement at 26 days, which, for historical reasons, is one day more than that for NJC employees.

Other elements of your claim

A two-hour reduction in the standard working week

The Employers reject this element of the claim in relation to a proposed 35-hour week. Such a reduction would be out of line with norms in local government and would result in an increase in costs that would adversely affect local authority services.

A comprehensive joint national review of the workplace causes of stress and mental health

You will be aware that this issue was included in the claim from the NJC Trade Union Side. Subject to the agreement of all NJC parties, the Employers would be content for Craft roles to be included in the NJC's discussions.

Commitment to the continuation of the 'Red Book' agreement

The Employers believe that Craft roles can be properly remunerated through other pay and grading structures. However, they are currently content to retain the national bargaining arrangements whilst councils continue to directly employ Craftworkers on JNC conditions.

The National Employers, on behalf of all local, regional and national politicians, pay tribute to the extraordinary contribution that all staff are making towards the national effort to deal with the COVID-19 emergency. Accordingly, members agreed to recommend that representations are made to government in order to seek funding for an additional amount to be awarded to employees in recognition of their exceptional hard work.

The Employers' offer is not conditional on the government's response so they hope it can quickly form the basis of an agreement between the two Sides so that employees, who are providing such critical support to their communities, can receive a well-deserved pay rise as soon as practicable.

Yours sincerely,

Naomi Cooke

Naomi Cooke
Employers' Secretary

cc Karen Leonard, GMB