

# NJC PAY 14

Fair pay for local government and school support staff



## Have your say on local government and schools pay – make sure you vote!

### The employers' offer

90% of the workforce on pay points 11 and above have only been offered 1% – that's 1.8% below inflation.

To avoid falling below the National Minimum Wage this year and next, the employers have had to increase the bottom pay points by more than 1%. But the new proposed rates below are still by far the lowest in the public sector. The pay offer contains the following increases on pay points 5–10.

#### New hourly rates

- |                        |       |
|------------------------|-------|
| • £580 on pay point 5  | £6.75 |
| • £550 on pay point 6  | £6.82 |
| • £400 on pay point 7  | £6.90 |
| • £275 on pay point 8  | £7.05 |
| • £200 on pay point 9  | £7.22 |
| • £175 on pay point 10 | £7.35 |

### What does UNISON say?

The employers' below-inflation pay offer falls woefully short of our 2014-15 pay

claim for at least £1 an hour for everyone in local government and schools – and what you and all our members deserve. It does nothing to help restore the 20% real loss in NJC pay since 2010 and its impact on your pension. It means a further pay cut for the vast majority of our members. It leaves half a million still below the living wage and the lowest paid 50,000 just 30p above the National Minimum Wage – the lowest legal rate of pay. That's a scandal.

Your branch will be consulting you on this pay offer and asking you to accept or reject it. **UNISON strongly recommends that you reject it.** If you do reject it, you must be prepared to take strike action to try and win an improved offer. UNISON believes that we should move to an official industrial action ballot in support of our claim.

It is vital that you tell us what you think. Take part in the ballot – this is your pay and your union. Make sure the decision UNISON makes reflects your view.



Valuing public services and the people who provide them

## Why you should be angry

**You can't continue to accept a landslide in living standards.** For most of you, this offer leaves your pay worth 20% less than in 2010. On top of this, councils continue to attack pay and conditions locally.

**Everyone on NJC pay is low paid for the job they do.** Your pay and conditions are the worst in the public sector from top to bottom. The higher offer to the lowest paid just keeps councils above the National Minimum Wage.

**Our claim is affordable.** Local government and school pay is now so poor that many workers have to rely on tax credits and benefits. It makes far more sense to pay this public money as wages. Council savings continue to increase while workers get poorer.

**Another pay cut won't save jobs.** You are doing far more for far less – and working unpaid overtime. But your job is still threatened and your job is less secure than private sector jobs. 450,000 jobs have been cut from local government since 2010.

**Another pay cut won't save services** – which are being stripped to the bone, privatised or stopped altogether.

**These pay cuts are long-term** – if you are in the Local Government Pension Scheme, falling pay means loss of pension for the rest of your life.

**All this will continue unless you take action now.** The government and employers will continue to cut your pay and conditions. Thousands of jobs will continue to go. Services the public need will continue to be decimated.

**There are political choices.** The UK is the world's 7th richest economy. We can afford a decent pay rise and the cuts aren't necessary. The government has cut council funding more than any other sector. You have taken the brunt of these cuts. It's time to say 'no more' and demand a fair deal. You are worth much more than this bargain basement pay offer and so are those who depend on you.

**Vote to reject the pay offer.  
Stop being taken for granted!**

## Join in, join UNISON

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Join in on Facebook – search 'UNISON in local government'.

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## Three simple ways to join UNISON today and get essential cover wherever you work



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