

# National Employers for local government services

**Jon Richards, Rehana Azam, Jim Kennedy**  
**Trade Union Side Secretaries**  
**NJC for Local Government Services**  
**c/o UNISON Centre**  
**130 Euston Road**  
**London NW1 2AY**

14 May 2021

Dear Jon, Rehana and Jim

## **LOCAL GOVERNMENT PAY 2021**

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

The National Employers wish to make the following one-year offer:

- **With effect from 1 April 2021, an increase of 1.50 per cent on all NJC pay points 1 and above**
- **Completion of the outstanding work of the joint Term-Time Only review group**

The employers also propose that the NJC begins immediate exploratory discussions on three other elements of your claim, as follows:

- **A national minimum agreement on homeworking policies for all councils**
- **An agreement on a best practice national programme of mental health support for all local authorities and school staff**
- **A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave**

There was no support from councils for the offer to include three other elements of your claim, therefore the employers reject the following:

- Introduction of a homeworking allowance for all staff who are working from home
- A reduction of the working week to 35 hours with no loss of pay, and a reduction to 34 hours a week in London. Part-time staff to be given a choice of a pro rata reduction, or retaining the same hours and being paid a higher percentage of FTE
- A minimum of 25 days annual leave, plus public holidays and statutory days, for all starting employees, plus an extra day holiday on all other holiday rates that depend on service

The employers also reject the element of your claim that seeks, "*...a joint review of job descriptions, routes for career developments and pay banding for school support staff*" as these are matters entirely for local determination rather than by the NJC.

The National Employers hope this offer can quickly form the basis of an agreement between the two Sides so that employees, who continue to provide 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**