



UNISON

Cambridgeshire County

UNISON@CAMBRIDGESHIRE.GOV.UK

Friday, May 30, 2024

**YOUR PAY
2024-25**

UNISON IN LOCAL GOVERNMENT

**An offer from the national employers
has been received.**

**AN INCREASE OF £1,290 ON ALL PAY
POINTS
AN INCREASE OF 2.5% ON ALL
ALLOWANCES**

Since 2010 your pay has fallen in real terms by 25%, to undo this loss, action has to be taken by Local Government employees. Get involved and take part in the ballot.



**Get involved by joining UNISON now:
<https://join.unison.org.uk/>**

The NJC Trade Unions have always led on a commitment to joint negotiation and consultation at all levels. We never close the door on talks and this stance from the national employer is less than helpful.

The National Employer have made a full and final offer and NO negotiations with the recognised NJC Trade Unions.

This flies in the face of the principles set out in the green and red books, that joint negotiation should take place. The national employer has met with Local Authorities, indeed the 7 week delay was placed on the extensive roadshow that the national employer carried out, but are refusing to meet with the Trade Unions.

The offer simply is not good enough for School and Local Government employees.

Depending on your pay, a £1290 flat rate rise gives different percentage rises. The lowest paid will see an increase of 5.77% keeping them just above the minimum wage. Those above SCP 24 will receive 3.91% and those above SCP32 will receive less than the RPI rate of 3.3%. The claim was lodged when RPI was 13%, so this offer represents a significant decrease based on that percentage. An important part of this offer, is that there is no increase in funding to Councils and Schools. Making any increase a further erosion on Local Authorities ability to deliver essential services.

Unison members have faced cuts to pay since 2010, the minimum wage has meant that the lowest pay spines have become obsolescent, that is a clear indication of how low our pay has become. Poverty wages are impacting on our physical and mental health. With the Council unable to attract and retain staff. It is time that the national employer made steps to reduce the 25% loss we have endured, during the longest period of austerity this Country has gone through.

we call on the national employer to ensure that any pay rise is fully funded, so that services to our communities are not impacted.