

NOTTINGHAM CITY HOMES

HUMAN RESOURCES
COMMITTEE
13 JANUARY 2009

REPORT OF DIRECTOR OF ORGANISATIONAL DEVELOPMENT

2008 PAY AWARDS

1 SUMMARY

- 1.1 This report seeks ratification for approval of the monthly paid employees on National Joint Council (JNC) for Local Government Services and JNC for Chief Officers.
- 1.2 This report also seeks for approval to the application of the pay settlement and allowances for Craft Workers which were agreed nationally in October

2 RECOMMENDATIONS

- 2.1 Formally ratify the recommendations included in a letter sent to HRC members dated 24th November 2008.
- 2.2 Approve the application of the pay settlement and allowances for Craft Workers effective from 1st April 2008.

3 REPORT

- 3.1 As you know the company sets its annual pay increase in line with the Local Government Pay increases. A final offer of 2.45% has been made which, after consultation, GMB agreed to accept but members of Unison and Unite voted for strike action. This was followed by a two day strike in July which had little impact to services being reported and therefore gave no rise to any pressure to improve on this offer. Unison and Unite, together with the GMB, have now decided to refer the pay dispute to arbitration through ACAS in line with the National Joint Council's (NJC) constitution. Further updates will be provided when available.
- 3.2 Settlement has now been reached for monthly paid employees on National Joint Council (JNC) for Local Government Services and JNC for Chief Officers. The settlement is 2.45% (with a further £100 per year on spinal column points 4, 5 and 6) and is effective from 1 April 2008. The total cost is 2.5% which the company has made budget provision for. Please sign the attached copy of this letter to confirm your agreement.
- 3.3 The JNC for Local Authority Craft and Associated Employees have agreed a pay settlement for 2008/09 applicable from 1 April 2008. The agreement is laid

out below:

- To increase by 2.45% all pay rates and pay-related allowances
- To increase by 3% all tool allowances and storage of tools and clothing

4 FINANCIAL AND RISK IMPLICATIONS

All implications of the pay increases can be met within current budget resources.

5 IMPLICATIONS FOR NOTTINGHAM CITY HOMES OBJECTIVES

The implications for NCH have been included in the report.

6 VALUE FOR MONEY AND EFFICIENCY ISSUES

The value for money and efficiency issues have been included in the report.

7 EQUALITY AND DIVERSITY IMPLICATIONS

There are currently no equality and diversity implications although future negotiations on completion of single status will need to be considered.

8 BACKGROUND MATERIAL AND PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

Chief Executive Board Report November 2008
Letter to HRC members dated 24 November 2008

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