



Greater London Region Local Government

Local Pay Claim and Employer's Pay Proposals 2017

INTRODUCTION

In October 2016, UNISON, UNITE and the GMB submitted the following Pay Claim on behalf of the London Borough of Bromley trade union members. A full transcript of the claim can be provided to members upon request from Bromley Unison by emailing contact@unisonbromley.co.uk

In summary, the unions' claim was for the following:

- Appropriate reward for the major and constant changes our members have experienced in recent years, including numerous restructures, changes to the way services are delivered to residents, and ongoing out-sourcing programmes
- reward for the increasing stress, resulting from this instability, faced by front line workers
- a substantial, above inflation, pay rise to help restore and maintain employees living standards
- a settlement weighted towards the, often female, lower paid members of the workforce who have done least well in monetary terms out of recent pay

UNISON, UNITE and GMB therefore submitted the following claim for 2017, to seek to improve and enhance the morale and productivity of our members. Meeting our claim would give the London Borough of Bromley the opportunity to demonstrate its commitment to creating a workforce which is well paid and high in morale and productivity. The claim was straightforward and realistic.

SUMMARY OF THE CLAIM

We were seeking:

- **A 4% across the board increase on all salary points and allowances**
1. There are predictions that inflation will hit 3% next year. There also continues to be great uncertainty following Brexit. National Insurance contributions went up by 1% last April, cancelling out much of the raise. We therefore make a claim for 4%.
 2. In recognition of the increased workloads, and the need for staff to maintain these sustainably without risking their health, well-being and family relationships, unions requested an additional 3 days paid annual leave for all employees of the Council.

- In addition, unions requested a review of any other allowances currently being paid, and made specific claims on these (for instance Xmas cover)

OUTCOME TO THE CONSULTATION MEETINGS WITH UNION REPRESENTATIVES

UNISON Regional representatives attended a number of meeting with Employer Side representatives from November 2016 to January 2017.

Discussions were held around the Council's financial position, pay distribution across the staff groups, unions wish to see equity in terms of the allocation of annual leave, equality concerns, and cost estimates carried out by the LBB on the unions claim.

The London Borough of Bromley has now written to all staff on their Pay Award Proposal. If you did not receive this communication you are advised to contact HRlocalisedPay@bromley.gov.uk or Angela Huggett. Head of HR Strategy and Education (angela.huggett@bromley.gov.uk).

In summary, the Borough have proposed a pay award of 1.2% for Council staff from 1st April 2017. In addition, staff earning less than £18,000 per annum will be given an additional £300 per annum on their FTE salary.

In response to representations from unions and staff, the following increases to standby allowances are proposed;

Period – per session	Current Rate	Proposed Rate
Monday to Friday	£6	£8.50
Weekends	£12	£15.00
Bank Holidays	£16.14	£17.50

HAVE YOUR SAY

These proposals are now formally being consulted on and final decisions are to be taken at Full Council on Monday 20th February 2017 as part of the overall budget setting process. Unions representations on these proposals will be made to the General Purposes and Licensing Committee to be held on 6th February 2017.

You are encouraged to submit your views directly to your employer by sending any feedback, comments or questions to HRlocalisedPay@bromley.gov.uk .

You can also submit your input via UNISON – please send them by email to your local Bromley Unison Branch, marked for the attention of Sally Tsoukaris, Regional Organiser, by 5th February 2016.