

# Greater London Provincial Council

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Thursday 18 May 2023: 11.30am approx. (or on the rising of the sides)

Conference Suite, London Councils, 59½ Southwark Street, London SE1 0AL  
**The Southwark Street offices are wheelchair accessible**

**Employers' Side:** Conference Suite 11.30am  
**Union Side:** Conference Suite 11.30am  
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## Agenda item

1.	<b>Apologies for Absence</b>	
2.	<b>Declarations of Interest*</b>	
3.	<b>To receive the minutes of the meeting held on 18 October 2022 and take any matters arising</b>	Attached
4.	<b>Settlement of dispute raised by the London Unions in relation to the non-deletion of the bottom point from the London pay spines on 1 April 2023</b>	Attached
5.	<b>Local Government Pay Claims 2023</b>	Attached
6.	<b>London Living Wage update</b>	Attached
7.	<b>Schedule of Outstanding Differences</b>	Attached
8.	<b>Date of Next Meeting – Thursday 19 October 2023</b> Joint Meeting at 11.30am	

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Employers' Side Secretary  
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## **Declaration of Interest**

### **Localism Act 2011, Sections 28 & 29 - The Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012**

\* If you are present at a meeting of London Councils' or any of its associated joint committees or their sub-committees and you have a disclosable pecuniary interest – defined by regulation to include *Any payment or provision of any financial benefit (other than from your council or authority)\** relating to any business that is or will be considered at the meeting you must not:

- participate in any discussion of the business at the meeting, or if you become aware of your disclosable pecuniary interest during the meeting, participate further in any discussion of the business, or
- participate in any vote taken on the matter at the meeting.

These prohibitions apply to any form of participation, including speaking as a member of the public.

It is a matter for each member to decide whether they should leave the room while an item that they have an interest in is being discussed. In arriving at a decision as to whether to leave the room they may wish to have regard to their home authority's code of conduct and/or the Seven (Nolan) Principles of Public Life.

## GREATER LONDON PROVINCIAL COUNCIL

The Minutes of the Greater London Provincial Council Annual General Meeting held virtually on MS Teams on Tuesday 18 October 2022.

### PRESENT

#### Employers

Cllr Muhammed Butt	LB Brent
Cllr Pauline Tunncliffe	LB Bromley
Cllr Richard Olszewski	LB Camden
Cllr Carole Williams	LB Hackney
Cllr Josh Rendall	RB Kensington & Chelsea
Cllr Richard Clifton	LB Sutton
Cllr Paul Douglas	LB Waltham Forest

#### Unions

Helen Reynolds	UNISON
Sean Fox	UNISON
Mary Lancaster	UNISON
Gloria Hanson	UNISON
Simon Steptoe	UNISON
Keith Williams	GMB

#### Others in attendance

Steve Davies	Employers' Side Secretary
Eliana Neyhus	HR Officer (London Councils)
Jade Appleton	Conservative Political Advisor
Ella Watson	Labour Political Advisor
Daniel Houghton	Liberal Democrats Political Advisor
Julie Kelly	UNISON

#### Item 1 - Apologies for Absence

Apologies were received from Cllr David Ashton (Harrow), Cllr Shantanu Rajawat (Hounslow) and Stephanie Cryan (Southwark).

#### Item 2 - Election of Chair and Vice-Chair for 2022-23 (The Chair alternates between the two sides. This year it is the turn of the Employers' side to Chair the GLPC).

The Employers Side Secretary stated that we will confirm the election of the Chair as this was an online meeting. If we want to formally confirm then this would need to be done at an in-person meeting, so we will confirm the Chair arrangements through an

urgency report at a later date, but we can verbally confirm the arrangements today. Sean Fox (UNISON) was nominated as the Chair for the Greater London Employment Forum (GLEF) in July 2022, it is the role of the Employer's Side to Chair Greater London Provincial Council (GLPC) for the 2022/23.

Cllr Muhammed Butt (Brent) was nominated as Chair of the GLPC by Sean Fox (UNISON). The nomination was seconded by Helen Reynolds (UNISON) and Cllr Josh Rendall, Kensington & Chelsea. Sean Fox will be the vice chair for the joint meeting.

**Item 3 - Listing of the membership of the GLPC as determined by Leaders Committee and Co-Secretaries of the GLPC**

The Chair informed that the nominations have been received and that these will be formalised through the urgency procedures.

**Item 4 - Notes of previous meeting held on 14 October 2021 (note for information only)**

The notes from the previous meeting held on 14 October 2021 were noted.

**Item 5 - Matters Arising from the Minutes of 14 October 2021**

There were no matter arising from the notes of the meeting held on 14 October 2022.

**Item 6 – Cost-of-Living Crisis – what boroughs are doing to support their staff – Steve Davies, Employers Side Secretary**

The Chair stated that we are all facing cost-of-living issues across London and further afield, and we are examining what support mechanisms have been implemented by Councils in order to support their staff. We have received feedback from 24 Councils.

The Employers Side Secretary stated that he is sure that colleagues appreciate that London Boroughs are working to understand the impact of the cost-of-living crisis on their communities, however we as employers are working to support the workforce. Boroughs were asked to provide information in terms of what they were doing to support the workforce and, response to which have been collected over the last month. Colleagues will see from the nature of the report that, due to financial restrictions, there is not much difference to what support systems boroughs might have previously provided e.g., financial advice, wellbeing support, interest-free loans. On page 11 of the report, we identified three boroughs offering tenancy-deposit loans to support staff, some of which will be providing significantly larger requested deposits from landlords. Aside from the latter, many other support systems are mechanisms that employers have already had in place and are re-emphasising them to their staff.

Cllr Pauline Tunnicliffe (Bromley) stated that Bromley has found that the key is early intervention. Unfortunately, we are watching as the situation seems to slip into more desperate measures as the weeks roll on, but the key is whether it is our residents or our staff, to ensure that we advertise as much as possible that we are available for support.

Sean Fox (UNISON) stated that regarding the Employee Assistance Programmes, we have found that in some boroughs the staff are less aware of what they can and can't provide. In my authority, Haringey, we have had a week of events focussing on what the Employee Assistance Programme has to offer. We are interested in the financial aspects, especially the rental deposit scheme, if some information could be shared to the Joint Secretaries, we would find this very useful.

I also wanted to highlight that one of the biggest expenditures at the moment is fuel costs and the apparent rolling back of the energy cap that was announced yesterday is going to cause even more issues from April. So, my concern is that a lot of the councils have continued with hybrid working as a result of the Pandemic, but now that it has continued, I'm not aware of any borough in London that is offering any financial support to cover the additional costs of working at home.

Another concern is that car allowances have been frozen for 12 years now, the National Car Allowances were last updated in 2009. They were part of the claim that was unions submitted in 2022, and the National Employers declined this part of the claim. The HMRC rates, which many boroughs in London use, have been frozen for over 10 years at 45p/mile. Local authorities do have the power to increase those mileage rates, in fact the Hounslow council have done so, because the reality is for many of our members who are driving their car for work is that they are subsidising their employer's activities because the allowances they receive per mile no longer covers the cost of actually running the car. These issues do cost boroughs, but they are issues that need to be examined.

The Chair stated that the Employee Assistant Programme feedback is very useful, and he knows that in his council we do ensure that all of our staff are aware of it and that we are reiterating to staff what support is available to them. The issue regarding mileage and care is difficult, one measure councils have done is to use car clubs to allow staff to use the vehicles of the council rather than having to use their own vehicles. We have been examining key worker accommodation, we have purchased a block of flats for key workers to allow them to continue to live within the borough, also reducing their travel costs and helping them to get on the property ladder. Many of our employees are also our residents, and there are opportunities to make sure that staff are utilising the offers created through various schemes which might be available to staff and/or residents.

The Employers Side Secretary stated that the three councils mentioned previously who use a rental deposit scheme are listed in the report on page 11: Camden, Tower Hamlets, and Hackney, with details to the nature of the schemes in point 26. Regarding the HMRC and Green Book mileage rates, these have not been reviewed for many years and the National Employers do not have the resource or mechanisms to do so. A group of Regional Directors did write directly to HMRC requesting an increase to their mileage rates but unfortunately HMRC responded that they are not minded to increase the rates. Employers also have to be reticent about going above the HMRC rates as there might be tax implications for the individual.

Cllr Richard Olszewski (Camden) stated that on the tenancy deposit scheme, he is part of Camden Council, one of the boroughs who utilises a tenancy deposit scheme – so can add some information on how we use the scheme: the loan must be no greater than net monthly pay but £3000 is the limit, and it must be for the deposit.

## **Item 7 - Local Government Pay Claim 2022 – Steve Davies, Employers Side Secretary**

The Employers Side Secretary stated that colleagues will have seen the report and that a lot of the information has been in the public domain for a number of months now. The Unions put in their claim in back in June, to which the Employers responded with an offer in July of £1,925 nationally for all spinal pay points, and in London it is reflective of Inner London Weighting rates which are increased proportionally, also identified in the report.

Unions have been out for consultation with their members, UNISON closed their ballots recently and agreed to accept the offer, but they have to do so in tandem with their Union colleagues.

The next meeting of the Joint Union Executive is 1<sup>st</sup> November 2022, the GMB consultation is due to close later this week, UNITE were due to close last Friday but we have not received notification of the result of the ballot – which was to vote to reject.

The report outlines the reasons behind the national offer, e.g., London Living Wage has increased to £11.90 per hour in September and if the pay offer is agreed the minimum pay rate which would be available from April 2023 would be £12.50 per hour which would be well above the London Living Wage announcement.

The Chair stated that we should have confirmation from the decision of our Union colleagues when the Joint unions meets on the 1<sup>st</sup> November.

Keith Williams (GMB) stated that he welcomed the report. GMB's ballot does close on Friday however we might have to go out to re-ballot because I was concerned to learn that some employers had communicated to our union members directly and informed them of a higher increase for London however this is a National ballot and the GLPC rates only become instated if the national ballot was accepted.

Union Side Joint Secretary, Helen Reynolds stated that Keith Williams had raised this in the unions meeting. I do not know about GMB's usual process, but I checked these figures with Keith at the time, and Steve Davies (Employers Side Regional Secretary), about what was going to be sent out because it is important that our members in London know what they will be receiving from the pay award and thus that they see the actual figures with the London increase.

Keith Williams (GMB) stated that he was not criticising colleagues, but the concern I raised was that Councils were going to employees directly with the Inner London weighted figures on a National ballot. Was made aware by my predecessor on the papers that were sent out beforehand, but we were balloting on the national figure and not the London figure.

The Employers Side Secretary stated that while we do understand this point, if you are an employee in London you have to understand what the pay offer means for you so we do think it is reasonable to provide the London figures. London employees are only able to vote in the National ballot so they need to understand what the implications are as they would be receiving an additional £400.

Keith Williams (GMB) responded that yes, we would always ballot on the National Employers offer, but the London weighting only comes into effect once the National ballot is agreed. I can't account for the other 6 GMB regions in regard to what their ballot is going to be, and this could be an attempt to subvert a national ballot.

The Employers Side Secretary stated that as he had previously said he does not see the issue, running a separate ballot for London is not the way the mechanics of London Agreements have worked, they have always worked on the basis that we increase in-line with the National Agreements.

The Chair stated that he can assure colleagues that no one is trying to subvert the process or cause any offence by passing on this information, we want to reach an agreement together through this process that has been agreed upon. The situation we find ourselves in is not ideal, we want the funding arrangements for councils to be levelled up accordingly and this increase will require an extra £400 million to provide it, and £700 million next year so we need to ensure that there we have the costs covered and support from the government.

#### **Item 8 – Local Government and NHS Employment Service Passport – Steve Davies, Employers Side Secretary**

The Employers Side Secretary stated that he had previously met with union colleagues who are very supportive of this approach, unfortunately things have stalled from the NHS side in part to both COVID and integrated care system arrangements. I am hoping to link up with HR leads within the NHS to drive this process forward and this arrangement part of the London Agreement arrangements, however we first let the NHS clarify what their governance agreements and arrangements are going to be.

Helen Reynolds (Union Side Joint Secretary) stated that she wants to support everything Steve Davies (The Employers Side Secretary) has said and thinks that there have been very few councils who haven't signed up to it, and we would like to know if the issue has been raised to them and, if not, that they think their obstacles are,

The Chair stated that he thinks in part that it is just the will to get things moving, we know there is work from HR colleagues to do this, and now we have it on the agenda today it gives us the opportunity to take it back to our respective councils to have that conversation. The benefits are outlined on page 23; I think we are in a good place to start the process of getting things lined up so those conversations can take place.

Cllr Richard Olszewski (Camden) stated that Camden are very supportive of this suggestion, we work very closely with the NHS and anything that can make it easier for staff to move between organisations we are very in favour of.

Helen Reynolds (Union Side Joint Secretary) thanked Cllr Olszewski and stated that it was really positive and helpful to hear. Knows that Steve Davies (Employers Side Joint Secretary) will go back to the Heads of HR but proposed that we put this on the agenda for our next GLPC as we are looking to add it into the London Agreement?

The Chair responded that yes, this will be added to the agenda for the 28 May 2023.

Cllr Josh Rendall (Kensington & Chelsea) stated that he thinks on the face of it, you raise a very good point. Will go back to my council and see what our latest position is. Speaking from my point of view I have three hospitals in my ward alone so have very sizable employment opportunities. I will endeavour to update everyone in the next meeting.

The Chair responded that it seemed that there was an appetite for discussion and to see how we might take this forward, it is great to hear the support from everyone here today.

#### **Item 9 – Schedule of Outstanding Differences**

The schedule of outstanding differences was noted.

#### **Item 10 - Any Other Business**

Cllr Richard Olszewski (Camden) highlighted that the date for the next meeting of the GLPC on the agenda states 28 May 2023, which is a Saturday so wondered if this was correct.

Steve Davies, Employers Side Secretary apologised that this was a typo, and the correct date of the next meeting is Thursday 18 May 2023.

The Chair thanked all for attending the meeting today and stated that it was a really good productive meeting, hopefully we will have more unity going forward, we will see you at the next meeting.

#### **The meeting concluded at 12:16**

**Item 11 - Date of Next Meeting – Thursday 18 May 2023** (Group meetings 10am and Joint Meeting 11.30am)



## Greater London Provincial Council

Item: 4

### **Settlement of dispute raised by the London Unions in relation to the non-deletion of the bottom point from the London pay spines on 1 April 2023**

**Report by:** Steve Davies      **Job title:** Head of London Regional Employers' Organisation  
**Date:** 18 May 2023  
**Contact Officer:** Steve Davies  
**Telephone:** 020 7934 9964      **Email** [Steve.davies@londoncouncils.gov.uk](mailto:Steve.davies@londoncouncils.gov.uk)

**Purpose:** To report resolution of a dispute raised by the London unions in relation to the non-deletion of the bottom pay spine points from the London pay spines.

#### **1. Background**

- 1.1 The London unions registered a dispute with the GLPC in relation to the non-deletion of the bottom pay spine point from the Inner and Outer London pay spines with effect from 1 April 2023.
- 1.2 When the national pay agreement, effective from April 2022, was reached the GLPC London pay circular made no reference to deleting the bottom pay spine point from the London pay spines, in line with the national agreement which is deleting pay spine point one from 1 April 2023.
- 1.3 It was not deemed necessary to delete the bottom pay spine point from the London pay spines because the pressures of the national living wage increases do not apply to London the same as they do with the national pay spines.
- 1.4 However, the London unions lodged a dispute with this arrangement, arguing that London had not duly and accurately followed the previous practice of interpreting and applying the national pay agreements to London.
- 1.5 The London Agreement specifies that inner and outer London pay spines will be amended each year in line with the same methodology approach

and key principles of the agreement reached at the National Joint Council (NJC) for Local Government Services. Historically, the London pay spines have been amended each year in line with the pay awards agreed by the NJC for Local Government Services and GLPC joint secretaries have authority to follow the London Agreement and apply the national methodology in communicating to London boroughs the changes and increases to the London pay spines and allowances.

## **2. Issues and Impact**

- 2.1 The bottom two pay spine points on the Outer and Inner London pay splines cover the lowest grade on the pay scales – so scale 1.
- 2.2 The annual full-time salary on the bottom two spines’ points on Outer and Inner London pay spines currently pay

	Outer London Salary April 2022	Inner London Salary April 2022
Point 1	£23,457	£24,771
Point 2	£23,628	£24,954

- 2.3 The staff employed on this lowest pay scale are mainly part time workers doing cleaning related jobs. From London pay spine data that we obtained from London boroughs in March 2022 we know that there 887 part time workers totalling 545 full time equivalent jobs across London in 14 London boroughs.
- 2.4 Deletion of the bottom pay spine point from 1 April 2023 would mean these staff were put onto spine point 2 of the London pay spines, but there would be no impact on the grades or differentials in status for other staff because the bottom pay grade covers points 1 and 2 on the London pay spines.

## **3. Resolution**

- 3.1 The London Agreement, which covers pay and conditions of the London boroughs that are party to it, outlines that any difference or dispute that arises regarding application of any decision or agreement reached by the National Joint Council can be referred to the Joint Secretaries for advice and resolution.

- 3.2 The Joint Secretaries – one from each of the constituent unions and the Employers' Side Secretary are empowered to act on behalf of the GLPC. The Head of London Regional Employers Organisation, Steve Davies, is the Employers' Side Secretary.
- 3.3 Following consultation with GLPC Employers side and relevant council officers it was agreed to delete the bottom spine point 1 from the Inner and Outer London pay spines.
- 3.4 A communication confirming the decision to delete spine point 1 from the Inner and Outer London Pay spines with effect from 1 April 2023 was issued to London boroughs on 24 April 2023.
- 3.5 This result will mean that any staff paid on Spine point 1 of the Inner or Outer London pay spine will automatically be moved to Spine point 2 of the respective pay spine with effect from 1 April 2023.

## Greater London Provincial Council

Item: 5

### Local Government Pay Claims 2023

**Report by:** Steve Davies      **Job title:** Head of London Regional Employers' Organisation  
**Date:** 18 May 2023  
**Contact Officer:** Steve Davies  
**Telephone:** 020 7934 9964      **Email** [Steve.davies@londoncouncils.gov.uk](mailto:Steve.davies@londoncouncils.gov.uk)

**Purpose:** To report on the local government pay claims for 2023.

#### 4. Summary of the pay claims

4.1 The unions submitted their pay claim for local government services staff effective from 1 April 2023 on 30 January 2023. This is as follows:

**The claim is for:**

- An increase of RPI (10.70 per cent, Nov 22 figure) + 2% on all pay points

**In addition:**

- Consideration of a flat rate increase to hourly rates of pay in order to bring the minimum rate up to £15 per hour within two years
- A review and improvement of NJC terms for family leave and pay
- A review of job evaluation outcomes for school staff whose day-to-day work includes working on Special Educational Needs (SEN)
- An additional day of annual leave for personal or well-being purposes
- A homeworking allowance for staff for whom it is a requirement to work from home.
- A reduction in the working week by two hours

- A review of the pay spine, including looking at the top end, and discussions about the link between how remuneration can be used to improve retention.

#### 4.2 The Chief Officers claim is:

- RPI (10.70 per cent) + 2%
- An additional day of annual leave for all Chief Officers to be implemented from 1 April 2023
- An additional day of annual leave for personal or well-being purposes (as per NJC 2023 claim)

#### 4.3 The Chief Executives claim is:

- a pay increase of the same percentage increase to SCP43 on the NJC pay spine (or, if NJC award is a cash figure, the equivalent percentage)
- A direct link to NJC increases so that Chf Execs receive the same percentage increase as SCP43.
- A review of Chf Execs' 30-day minimum annual leave if NJC is awarded an extra day.

4.4 Local Government Association officers together with National Joint Council Employer representatives are conducting pay briefings with regional employer organisations during February. In London our briefing was conducted on Monday 6 February and the unions were able to make a presentation about their claims at the start of the meeting.

4.5 The National Employers are due to meet on 23 February to consider the claims and information from the regional employer briefings.

### **5. The National Employers offer and what it means for London Pay**

5.1 During February 2023, councils in each of the nine English regions, Wales and Northern Ireland were consulted at very well attended virtual pay consultation briefings; in total, more than 750 senior officers and councillors attended.

5.2 The National Employers met on 23 February to consider feedback from those events. National Employers at that meeting agreed unanimously to make the following one-year (1 April 2023 to 31 March 2024), full and final offer to the unions representing the main local government NJC workforce:

- With effect from 1 April 2023, an increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.
  - With effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer (*in accordance with Green Book Part 2 Para 5.42*)
  - With effect from 1 April 2023, an increase of 3.88 per cent on all allowances (*as listed in the 2022 NJC pay agreement circular dated 1 November 2022*)
- 5.3 This offer would achieve a bottom rate of pay of £11.59 with effect from 1 April 2023 (which equates to a pay increase of 9.42 per cent for employees on pay point 2) and everyone on the NJC pay spine would receive a minimum 3.88 per cent pay increase.
- 5.4 The National Employers' have identified that this offer, if accepted, means an employee on the bottom pay point in April 2021 (earning £18,333) will have received an increase in their pay of £4,033 (22.0 per cent) over the two years to April 2023. For an employee at the mid-point of the pay spine (pay point 22), their pay will have increased over the last two years by £3,850 (13.99 per cent).
- 5.5 **In London** the national pay offer equates as follows:
- An offer of £2,226 on Outer London pay points up to and including spine point 48 and an increase of £2,352 on Inner London pay points up to and including spine point 50. Above these pay points on the respective London pay spines an increase of 3.88 per cent will apply.
  - Allowances, including overtime rates, to be increased by 3.88%
- 5.6 In relation to other elements of the pay claim the National Employers' propose that the Joint Secretaries enter into exploratory '*without prejudice*' informal discussions in order to map out the practical considerations **of how and when the pay spine might be reviewed** once the future policy direction of the National Living Wage has been confirmed. They have also offered again this year to "enter into discussions on the broader **family leave and pay issues** (raised in the previous 2 years but not engaged with by the unions).
- 5.7 The National Employers' rejected the other elements of the unions claim, including extra leave and reduction of working hours.

Chief Officers and Chief Executive's

5.8 The National Employers' have made a pay increase offer to Chief Officers and Chief Executives of 3.5% from 1 April 2023 and rejected the CO claim for an extra day's annual leave.

## **6. The Unions response**

6.1 On Wednesday 8 March, the unions formally rejected the pay offer and signalled their intent to conduct ballots for industrial action.

6.2 The GMB's consultative ballot on the National Employers' full and final pay offer closed on Friday 28 April. Unite's consultative ballot closed on Monday 1 May. Both unions were recommending their members to vote to reject the offer.

6.3 Unite announced on Wednesday 3 May that its LGS 'Green Book' members have voted to reject their pay offer by 75 per cent to 25 per cent and its Craft 'Red Book' members voted to reject their pay offer by 76 per cent to 24 per cent. Unite now plans to conduct formal ballots for industrial action, for both groups, which are expected to run on a timetable similar to UNISON's strike ballot: from late May to early July.

6.4 GMB announced the result of its ballot on Friday 5 May, that its members have rejected the LGS 'Green Book' pay offer by 64% to 36%. GMB added, *"If negotiations aren't reopened and a revised offer made, we will move to industrial action ballots in some areas."*

6.5 UNISON have planned to begin its formal ballot for industrial action from 23 May until 4 July. UNISON will be balloting on a disaggregated basis, which means strike action could be taken at each individual council / school where a turn-out of over 50 per cent is secured (if members vote in favour of strike action). UNISON is required to inform each individual employer of the number of votes for / against the offer, plus the turn-out figure.

6.6 If UNISON meets the threshold for lawful industrial action to take place, its timetable means strike action may not start in councils until August and in schools from September.

### Chief Officer update

6.7 Agreement has been reached on the pay award for JNC Chief Officers applicable from 1 April 2023 (covering the period 1 April 2023 to 31 March 2024). The individual basic salaries of all officers within scope of the JNC for Chief Officers of local authorities should be increased by 3.50 per cent with effect from 1 April 2023.

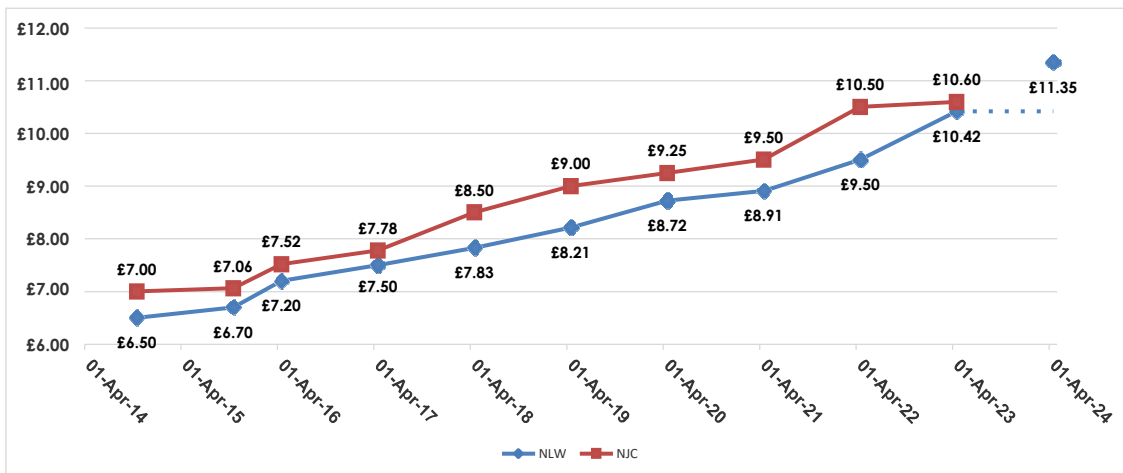
## 7. Important Context and Background Information about the challenges relating to the national pay award

7.1 Regardless, of the current economic situation and cost of living crisis, local government employers have been grappling with the challenges and pressures created on the bottom of national pay scales by the National Living Wage (NLW). The National Living Wage is the minimum hourly rate of pay across the country for those aged 23 years and over and calculated by the Low Pay Commission (LPC). It is not to be confused with the Real Living Wage which is calculated by the Living Wage Foundation and based on the cost of living.

7.2 Since its introduction in 2014, the National Living Wage (NLW) has presented a huge challenge for the National Joint Council (NJC) to maintain headroom between the bottom pay points of the local government pay spine and the statutory NLW.

7.3 Ahead of the last General Election, the Conservative Party announced a policy of increasing the NLW from 60 per cent of national median earnings to 66 per cent by April 2024. This has formed the remit of the Low Pay Commission since and has resulted in some significant annual increases in the NLW.

7.4 The graph below shows the lowest rate of pay in local government has always been higher than the NLW:





- 7.5 Maintaining this headroom is a continuous struggle because of the volatility of forecasts of what the NLW rate will be and the lack of a fixed figure to work towards (until it is announced in each October / November). It is therefore very difficult for the National Employers to plan effectively for each round of pay negotiations.
- 7.6 The NLW increased on 1 April to £10.42. The bottom NJC rate on that date will be £10.60 (pending agreement on the 2023 pay offer, which would achieve a bottom rate of £11.59).
- 7.7 The Low Pay Commission's forecast last November, at the time of the Autumn Statement, was for the NLW in 2024 to get as high as £11.35, an increase of 93p (8.9 per cent) from its 2023 level. This was the top end of its forecast range of £10.82 to £11.35.
- 7.8 However, the LPC issued its consultation at the end of March and published new forecasts for the 2024 rate.
- 7.9 The main point to note is that the forecasts are up (again). The upper estimate of the projected rate for April 2024 is now £11.43, which is 8p higher than November's forecast. The mid-point projection is for £11.16 which is also 8p higher than the £11.08 of its November forecast. (and 21p higher than the £10.95 forecast from this time last year). I'm referencing both sets of 2022 LPC forecasts to illustrate how much it moves around, albeit only in one direction.
- 7.10 In terms of the NJC 2023 pay offer (which in all likelihood will cover the bottom rate operational on 1 April 2024), this new forecast will provide 16p headroom from the top-end forecast.
- 7.11 Whilst projected increases to lower earners' pay are essentially guaranteed due to the increases to the NLW, it is also important to remember that the NLW is just one element of what will need to be considered by the National Employers in pay negotiations. Other factors such as the wider economic backdrop of inflation and cost of living, all play a part in the thinking.

## Greater London Provincial Council

### London Living Wage Summary

Item: 6

**Report by:** Steve Davies      **Job title:** Head of London Regional Employers' Organisation  
**Date:** 18 May 2023  
**Contact Officer:** Steve Davies  
**Telephone:** 020 7934 9964      **Email** [debbie.williams@londoncouncils.gov.uk](mailto:debbie.williams@londoncouncils.gov.uk)

**Purpose:** To provide GLPC members with information on London Living Wage pay arrangements within London boroughs

#### Summary

All London boroughs including the City of London currently pay directly employed staff the minimum of the London Living Wage (LLW). Twenty-six (26) boroughs including the City of London are accredited as Living Wage Employers. The table in Annex A provides a list of London boroughs who are accredited Living Wage employers.

#### Introduction/ Background

1. The London Living Wage (LLW) is an hourly rate of calculated annually by the Resolution Foundation and overseen by the Living Wage Commission, based on the best available evidence about living standards in London and the UK. The calculation reflects the high cost of living in the capital, giving a worker in London and their family enough to afford the essentials and to save.
2. Organisations must choose to pay their employees the London Living Wage – which is a higher pay rate than that they're required to pay by law.
3. To become an accredited Living Wage employer an organisation must confirm that they pay all of their directly employed staff the real Living Wage and have a plan in place for contracted staff. This applies to all staff over the age of 18 that work regularly on the organisation's premises, including directly employed staff, contracted staff and subcontracted staff.
4. The Living Wage Foundation announced the new hourly rate for the London Living Wage on 22 September 2022 as £11.95. This represents an 8.1%

increase on last year's rate which was set at £11.05. Employers should implement the rise as soon as possible but by the latest 14th May 2023.

5. The GLPC current minimum hourly rates based on 1 April 2022 in Outer London are £12.50 on 36 hours per week and £12.85 on 35 hours per week.
6. Currently, eight London boroughs have 35 hourly working weeks as standard.
7. If the national pay offer is agreed for April 2023 the hourly rates in Outer London would be £13.68 on a 36-hour working week and £14.07 on 35 hours.

### **London boroughs**

8. Outlined on the attached table – Annex A - is a listing of London boroughs accredited as Living Wage employers. Twenty-six (26) boroughs including the City of London are accredited as Living Wage Employers
9. All 32 London boroughs and the City of London currently pay their directly employed staff the minimum of the London Living Wage (LLW) due to the London pay spines arrangements.

**Appendix A** – London Boroughs accredited as Living Wage Employers

Barking & Dagenham  
Brent  
Camden  
Croydon  
Ealing  
Enfield  
Greenwich  
Hackney  
Hammersmith & Fulham  
Haringey  
Harrow  
Hounslow  
Islington  
Kensington & Chelsea  
Kingston  
Lambeth  
Lewisham  
Merton  
Newham  
Redbridge  
Richmond  
Southwark  
Tower Hamlets  
Waltham Forest  
Westminster  
City of London

**Greater London Provincial Council**

**18 May 2023**

**Item 7**

**List of differences and disputes as at May 2023**

**Outstanding cases**

**There are currently no outstanding differences and/or dispute cases.**

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There are currently no outstanding job evaluation appeals.