

# BALLOT PAPER

UNITE THE UNION MEMBERS WHOSE PAY &  
CONDITIONS OF SERVICE ARE COVERED BY THE LOCAL  
AUTHORITY SERVICES NJC (GREEN BOOK) ONLY

**ORGANISATION:**

NJC LOCAL  
GOVERNMENT  
(SERVICES/GREEN

BOOK)

**SUBJECT OF BALLOT** : CONSULTATION ON THE  
LOCAL GOVERNMENT PAY & CONDITIONS FINAL OFFER FROM  
THE EMPLOYERS 2009

PLEASE INDICATE IN THE BOX BELOW YOUR ACCEPTANCE OR  
REJECTION.

**I ACCEPT**

**I REJECT**

The Pay Delegate Conference of Unite the Union Local Government Services membership recommends this final offer from the employers as the best that can be achieved by negotiation. Please see overleaf (or attachment) regarding the reasons why.

## BACK OF BALLOT PAPER/OR ATTACHED TO BALLOT PAPER

Unite the Union's Local Government Pay Delegate Conference on 3<sup>rd</sup> August 2009 took the decision to recommend this offer to members as the best that can be achieved by negotiation for the following reasons:

- Having listened to reports regarding the negotiations, it became very clear that this was the final offer from the employers.
- It did improve on the level of the offer from the employers and we know that a number of the Local Government Association (LGA) representatives did not want to offer anything at all this year, with the decision to improve the offer only being agreed by a very slim majority. It was believed therefore that the offer would be removed from the table if not accepted.
- The delegates at the Conference were very clear that for a number of reasons members overall were not prepared to take sustained Industrial Action on this occasion.

### DETAILS OF THE FINAL OFFER ARE:

From 1 April 2009 an increase of 1.25% on SCPs 4 to 10 inclusive.  
From 1 April 2009 an increase of 1.00% on SCPs 11 to 49 inclusive.

- **Annual Leave**  
From 1 April 2009, an increase from 20 to 21 days in minimum annual leave for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 would therefore be amended to read as follows, with effect from 1 April 2009:

#### **7.2 Annual Leave**

*The minimum paid annual leave entitlement is **twenty one days** with a further **four days** after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.*

- **Joint Statement on Best Practice in Handling Redundancies**  
By 1 December 2009, the NJC will produce joint guidance on best practice in handling redundancies.

The employers have stated that this improved offer represents their final position and they are not prepared to negotiate further. If the offer is rejected Council will not implement it unilaterally so there would be no increase for 2009-10.

**Please indicate your acceptance or rejection on the ballot paper.**



RETURN SLIP TO FAX: 0207 611 2785

Name of Shop

Steward/Activist:

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Local Authority &

Department:

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Address:

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Telephone No:

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Mobile:

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Email:

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NUMBER OF VOTES IN FAVOUR:

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NUMBERS OF VOTES AGAINST:

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Return to: Peter Allenson, National Organiser, Unite the Union, Unite House, 128  
Theobald's Road, London WC1X 8TN  
Close of Business Friday 4<sup>th</sup> September 2009