

**CITY AND COUNTY OF CARDIFF  
DINAS A SIR CAERDYDD**

**Employment Conditions Committee: 16 January 2006**

**Report of the Assistant Chief Executive**

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**National Pay Awards – From April 2006**

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**Background**

1. This report is to inform the Council of the Pay Awards agreed nationally during November and December 2005 for various groups of staff.

**Issues**

2. The Joint Negotiating Committee (JNC) for Chief Officers (which in Cardiff covers Operational Managers, Chief Officers and Corporate Directors) and the National Joint Council (NJC) for Local Government Services (which covers former APT&C and manual staff) have recently advised on agreed pay awards from 1<sup>st</sup> April, 2006.
3. The 2004/7 agreement secured by both negotiating bodies included a 3 year pay award based on the following increases:
  - 2.75% from 1<sup>st</sup> April, 2004
  - 2.95% from 1<sup>st</sup> April, 2005
  - 2.95% (or the RPI at October 2005, whichever is the greater) from 1<sup>st</sup> April, 2006.
4. As the RPI figure for October 2005 was published as 2.5%, an increase on all pay rates and associated allowances from 1<sup>st</sup> April 2006 of 2.95% is confirmed.
5. Further, the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities has agreed that a pay award of 2.95% has also been agreed for Chief Executives from 1<sup>st</sup> April, 2006.
6. Agreement has also been reached by the Joint Negotiating Committee for Local Authority Craft and Associated Employees on new pay rates from 1<sup>st</sup> April, 2006.

**Proposals**

7. This report is for information only. These national pay awards will be implemented in accordance with the relevant national agreements.

**Investment for Reform/Benefit to service user**

8. In implementing the various national pay awards, the Council will honour its commitment as a signatory to the national agreements. This will maintain good

employee relations within the Council which is essential if high quality services are to be delivered to the citizens of Cardiff

### **Council Policies Supported**

9. This report supports the Corporate Plan and the Council's commitment to deliver continuously improving services.

### **Advice**

10. This report has been prepared in consultation with relevant Corporate Managers and reflects their advice. It contains all the information necessary to allow Members to arrive at a reasonable view, taking into account the following advice.

### **Legal Implications**

11. As this is an information report, there are no legal implications.

### **Financial Implications**

12. The cost to the Council of funding these pay awards in 2006/7 is estimated to be £5.8m. The implications of this for the Council's budget will be considered in the budget process.

### **Human Resource Implications**

13. The report is provided for information only and raises no specific employee relations issues

### **Trade Union Comments**

14. The Trade Unions have noted these national pay awards

### **RECOMMENDATION**

It is recommended that Employment Conditions Committee note the contents of this report.

**JO FARRAR**  
**ASSISTANT CHIEF EXECUTIVE**