

Mr Mike Robinson  
Staff Side Secretary  
JNC for Youth and Community Workers  
Unite  
Unit 1, Kings Chambers  
Hertford Place  
Coventry  
CV13JZ

29 June 2012

Dear Mike

### **JNC for Youth and Community Workers - 2012 Staff Side Pay Claim**

Following the meeting of the JNC on 20 June, I am writing to confirm the Employers' response to the 2012 pay claim.

- **A substantial rise on all grades and allowances for the year 2012-13**

The Employers' Side has considered the Staff Side's claim for a substantial rise on all grades and allowances for the year 2012-13. The Employers' Side maintains that the financial position in local government continues to be challenging in light of the reduction in the central government grant of 28% over the current funding period. The view is therefore that any increase would be unaffordable.

Furthermore, local authorities have signalled that there should be a consistent approach across the whole of the local government workforce and there should not be an exception for the youth and community workforce. Accordingly, the Employers are unable to offer any pay increase for 2012-13.

- **A joint comparative review of all London and area allowances to be completed by December 2012**

The Employers' Side is unable to agree to undertake a review of London and area allowances within current budgetary constraints and in isolation from other terms and conditions.

- **A joint working party to establish a Joint Job Security Agreement**

The Employers' Side believes that to reach an agreement to protect one group of local government employees over another would be divisive and is neither desirable nor sustainable. Job security in the current climate cannot be guaranteed and local authorities require flexibility at local level to manage their resources as appropriate. Therefore the Employers' Side do not agree to the establishment of such an agreement.

- **The introduction of longer periods of notice as follows**

The Employers' Side believes that arrangements for notice should be broadly consistent with other groups of local government employees. Since this is the case we reject this element of your claim.

- **A joint agreement to promote long term funding arrangements for voluntary sector projects.**

This element of the 2012 claim is not within the remit of the JNC.

- **The commitment of the government to pay at least £250 to those earning £21,000 or less should in any event be honoured.**

As you are aware the Government's pay policy does not apply to local government and our view is that such an increase would be unaffordable in the current climate. At the JNC meeting on 20 June you reported that the previous Employers' Side Chair, Cllr David Simmonds, had stated that the Employers' Side would make this payment. We dispute your assertion that he had given an undertaking at the JNC or any other forum that this payment should apply at a national level.

- **The removal of the bottom two pay points, so that the starting point salary for a Youth Support Worker would be Pay Point 3.**

The Employers' Side feels that such a removal would reduce the flexibility for local authorities to appoint staff at this level, incur additional cost and could impact upon other local government pay spines. We are therefore unable to support this element of your claim.

The Employers' Side recognises that you and your members will be disappointed by this response. However, as we have said, this decision has been taken in the light of the extremely serious financial position authorities have to deal with. While these circumstances are likely to continue for some time we also recognise that the current economic climate is placing pressure on the living standards of youth and community service employees and that this is the third year without application of a national pay award.

With all this in mind the Employers' Side believes it would be helpful and constructive to undertake discussion at Joint Secretary level to see if it could be possible to justify a different position in 2013 in line with a wide discussion on reform of the JNC and national machinery in local government.

Yours sincerely



**Simon Pannell**  
**Employers' Side Secretary**