



## Belfast City Council

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| <b>Report to:</b>  | <b>Strategic Policy and Resources Committee</b>                   |
| <b>Subject:</b>  | <b>National Pay Negotiations</b>                                  |
| <b>Date:</b>   | <b>24 October 2008</b>  |
| <b>Reporting Officer:</b>  | <b>Jill Minne, Acting Head of Human Resources, extension 3220</b> |
| <b>Purpose</b>   |   |
| The purpose of this report is to update members on the current national position in relation to the 2008/09 pay negotiations.  |   |
| <b>Relevant Background Information</b>   |   |
| The Strategic Policy and Resources Committee was advised in August 2008 that the National Employers Organisation, UNISON and Unite were entering into further negotiations with the aim of securing an agreed employment package to resolve the ongoing pay dispute.   |   |
| <b>Key Issues</b>  |   |
| <ul style="list-style-type: none"><li>• Following the further talks which were planned following the industrial action of 16 and 17 July 2008, the trade union side referred the matter of the ongoing pay dispute to the Advisory, Conciliation and Arbitration Service (ACAS) for arbitration.</li><li>• This action is provided for in the National Joint Council (NJC) National Agreement on Pay and Conditions of Service, which states that: <i>"In the event of a dispute over terms and conditions of employment arising between the two Sides of the Council the dispute shall, if requested by either Side, be referred for settlement by arbitration."</i></li><li>• Arbitration will take the form of written submissions in the first instance, with a subsequent arbitration hearing. Thereafter, the arbitrator will advise both sides of the settlement to be awarded.</li><li>• The typical timeframe for such an exercise is between two and three months. Both sides have informally indicated they would hope to conclude the arbitration by December 2008.</li><li>• The National Agreement on Pay and Conditions of Service states that <i>"...the arbitration award shall be accepted by both Sides and shall be treated as though it were an agreement between the two Sides"</i>. Consequently there can be no further industrial action on this issue.</li></ul> |   |
| <b>Recommendations</b>   |   |
| Members are asked to note the information set out in this report.  |   |

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