

# National Employers for local government services

Ian Woodland  
Trade Union Side Secretary  
JNC for Craft & Associated Employees  
Unite House  
128 Theobald's Road  
London WC1X 8TN

15 May 2020

Dear Ian,

## CRAFTWORKER PAY 2020

Thank you for your letter of 11 May.

The National Employers' final offer will not be revisited so I again urge you to consult your members so that Craft employees can receive their pay award as soon as practicable.

I am perplexed by your assertion that not all elements of your claim have been responded to. Are you able to identify those which you think have been omitted? Page two of your claim set out seven bullet points all of which were covered in the Employers' final offer as set out in our letter to you of 16 April, as follows:

- *A 10% pay rise for all Craft JNC employees (regardless of job title and designation) whose rate of pay is higher than the minimum salaries set out in the Craft JNC 2018-20 pay agreement circular (dated 10 April 2018), but is still contractually linked to the annual settlement reached by the Craft JNC.*  
**The Employers' final offer is for 2.75% for all Craft JNC employees**
- *The uprating of the minimum rates for Craft workers employed directly on JNC grades, benchmarked against average Craft pay rates within local authorities, and industry level collective agreements.*  
**The Employers' final offer is for 2.75% for all Craft JNC employees**
- *A one day increase to all paid annual leave entitlement set out in the Red Book.*  
**The Employers' final offer is for a one day increase to the minimum entitlement**
- *A two hour reduction in the standard working week as set out in the Red Book.*  
**The Employers' final offer rejected this element of your claim**
- *A comprehensive joint national review of the workplace causes of stress and mental health throughout local authorities.*  
**The Employers' final offer proposed that Craft JNC unions join the broader NJC review**

- *A significant increase in tool allowance and insurance payments.*  
**The Employers' final offer is to increase all allowances by 2.75%**
- *Commitment to the continuation of the Red Book agreement.*  
**The Employers' final offer included a commitment to, "...retain the national bargaining arrangements whilst councils continue to directly employ Craftworkers on JNC conditions."**

Yours sincerely,

*Naomi Cooke*

**Naomi Cooke**  
**Employers' Secretary**

cc Karen Leonard, GMB