

The [FCTU Pay Claim](#) for 2016 was submitted on 15th August ahead of the first formal pay negotiations meeting held last week. This claim was lodged on the back of members being subjected to increasingly diminished living standards; a two year pay freeze and derisory awards under imposed pay deals and 1% caps ever since.

In response to our claim, which we firmly presented as a fair and reasonable set of demands given the many years of falling behind inflation and the cost of living, we were once again reminded that the FC has to live within the constraints of Westminster's pay policy; and as such has a responsibility for implementing Civil Service pay policy consistent with pay guidance. As the Government's pay policy was never negotiated with the Civil Service Trade Unions, each of those unions are mandated to reject all offers made in which a pay cap has been applied.

FCTU are therefore prepared to reject any such offer, and we will soon receive the FC's 2016 pay offer and how they propose to spend the pay pot across the staff group. This also follows the informal pay talks held this year, at which we conveyed members' concerns with pay and the anger and frustration experienced throughout the organisation, which was reflected in the Pay Claim.

We took the opportunity to re-emphasise that non-consolidated awards are wholly unacceptable, particularly with the detrimental effect on already heavily impacted pensions, and that the FC must continue to seek a mechanism of breaking the pay caps to address the highly unfair pay leapfrogging issue still existing.

The FC acknowledged that the continued 1% cap is difficult for staff, stating that it is even more important to engage with the FCTU throughout the pay process. It was again pointed out that the FC values their employees and acknowledges the professional, committed and loyal workforce. In our pay claim and during the pay negotiations meeting we stressed that with many staff now leaving and moving onto better paid employment within the private sector, we do not believe the FC can continue to benefit from this loyalty and commitment for much longer. We are therefore clear that we are in a continued pay dispute and that will remain our position until a fair and proper pay rise is implemented.



Sam Telford
FCTU Secretary

