

PAY AWARD FOR STAFF - 2017

Councillor N Blake

Leader of the Council and Cabinet Member for Major Projects

1. Purpose

- 1.1 To inform Members of the discussions between the Member Pay Negotiating Team and the Joint Unions and Employee Representatives with regard to a pay award for staff with effect from 1st April 2017.

2. For Decision

- 2.1 Council is asked to approve the pay award as set out 3.5 below with effect from the 1st April 2017 for all staff on Hay salary grades, with further approval for the recommended pay award being implemented on 1st April 2018.

3. Supporting Information

- 3.1. The Member and the Joint Unions and Employee Representatives Pay Negotiating Team met during January 2017 to discuss and to recommend a pay award for staff with effect from 1st April 2017.
- 3.2 A pay claim had been received from the Joint Union/Employee representatives, and a pay award of 2.25% across all grades was sought. With consideration of the Hay market data, and affordability concerns, the Pay Negotiating Team were unable to support this proposal but offered a 1.0% pay increase. This was in line with the national public sector pay cap. However, this was rejected by the Joint Unions and Employee Representatives.
- 3.3 Both sides agreed that a fundamental review of the pay and reward framework at the council is now required. Given that the current scheme was introduced in 1988, it is now appropriate to revisit the local scheme and ensure that any new framework is aligned with the Council's commercial and cultural aspirations. It was agreed to proceed with the proposed review during 2017.
- 3.4 In this context the Joint Union/Employee representatives proposed a two year pay award. They proposed an award of 1% on all grades/scale points from 1st April 2017, followed by a 2% award on all grades/scale points from 1st April 2018.
- 3.5 The Members Pay Negotiating team considered the proposal and concluded that this represented a fair but affordable pay award in this current period of significant uncertainty. It was therefore agreed that the Joint Union/Employee Representatives would ballot staff on a proposed pay award for 2017 of 1% for all grades and a further pay award for 2018 of 2%. Adequate provision has been made for this award in the 2017/18 budget proposals. Certainty over the 2018 award will aid budget planning for 2018/19.
- 3.6 Staff were balloted on the pay proposals and accepted the 2 year offer.

4. Options Considered

- 4.1. The proposed pay award is a result of discussions between the Members and the Joint Unions and Employee Representatives. The proposed pay award is recommended as a continuation of the Council's aspiration to retain skills and talent within the Council, recognise the goodwill of staff who have continued to deliver quality services at a time of great uncertainty.

5. Reasons for Recommendation

- 5.1 To agree a pay award for all staff on Hay salary grades with effect from 1st April 2017 and a subsequent award from 1st April 2018.

6. Resource implications

- 6.1 As highlighted earlier within this report the cost of the proposed pay award has been built into 2017/18 budget proposals to be agreed by Council in February 2017.

7. Response to Key Aims and Outcomes

- 7.1 The implementation of the recommendation in this report will contribute to the overall aim of Aylesbury Vale being the best possible place to live and work and to continue to ensure staff have good pay and conditions and the Council has the means by which to recruit and retain the very best people.

Contact Officer: Alison Caldwell-Nichols (01296) 585017