



AYLESBURY VALE DISTRICT COUNCIL

Democratic Services

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Text Relay Prefix your telephone number with 18001

23 January 2020

COUNCIL

A meeting of the Aylesbury Vale District Council will be held at **6.30 pm** on **Wednesday 5th February 2020** in **The Oculus, Aylesbury Vale District Council, The Gateway, Gatehouse Road, Aylesbury, HP19 8FF**, when your attendance is requested.

Contact Officer for meeting arrangements: Bill Ashton; bashton@aylesburyvaledc.gov.uk;

WEBCASTING NOTICE

Please note: This meeting may be filmed for subsequent broadcast via the Council's internet site – at the start of the meeting the Chairman will confirm if all or part of the meeting is being filmed.

You should be aware that the Council is a Data Controller under the Data Protection Act. Data collected during this webcast will be retained in accordance with the Council's published policy.

Therefore by entering the meeting room, you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes.

If you have any queries regarding this, please contact the Monitoring Officer on 01296 585032.

AGENDA

1. APOLOGIES

2. MINUTES (Pages 3 - 8)

To approve as a correct record the Minutes of the meeting of the Council held on 23 October, 2019.

3. DECLARATIONS OF INTEREST

Members to declare any interests.

4. ANNOUNCEMENTS

By the Chairman of the Council.
By the Leader/Cabinet Members.

5. PETITIONS/DEPUTATIONS (IF ANY)

6. STAFF PAY AWARD 2020-21 (Pages 9 - 22)
Councillor Mordue
Cabinet Member for Finance and Resources

To consider the attached report.

7. WRITTEN QUESTIONS

No written questions were submitted by Members during the period November 2019 to January 2020.

8. QUESTION TIME

There will be an opportunity for Members to ask questions of individual Cabinet Members and Committee Chairmen.

MINUTES OF THE PROCEEDINGS OF A MEETING OF THE AYLESBURY VALE DISTRICT COUNCIL

23 OCTOBER 2019

This meeting was webcast. To view the detailed discussions that took place please see the webcast which can be found at:

<http://www.aylesburyvaledc.publici.tv/core/portal/home>

PRESENT: Councillor J Brandis (Chairman); Councillors C Poll (Vice-Chairman), B Adams, C Adams, M Bateman, J Bloom, A Bond, S Bowles, J Chilver, A Cole, S Cole, B Everitt, P Fealey, B Foster, N Glover, M Hawkett, A Huxley, P Irwin, S Jenkins, R Khan, R King, D Lyons, L Monger, G Moore, H Mordue, S Morgan, R Newcombe, C Paternoster, G Powell, W Raja, M Rand, S Renshell, B Russel, M Smith, Sir Beville Stanier Bt, R Stuchbury, D Town, A Waite and M Winn.

APOLOGIES: Councillors J Blake, N Blake, C Branston, B Chapple OBE, S Chapple, A Christensen, M Collins, P Cooper, A Harrison, T Hunter-Watts, T Hussain, S Jarvis, S Lambert, A Macpherson, T Mills, S Raven, M Stamp, P Strachan, J Ward and W Whyte.

WEBCASTING

Prior to the start of the meeting, the Chairman reminded everyone present that the meeting would be broadcast live to the internet and be capable of repeated viewing.

Members of the audience who did not wish to be on camera were invited to move to a marked area at the side of the chamber.

Mr Michael Cook

Prior to the commencement of the formal business of the meeting, Members and officers present stood in silent tribute to the memory of former Councillor Michael Cook who had passed away recently. Mr Cook had been a Member of the Council for 17 years representing the Brill Ward between 1974 and 1991.

1. MINUTES

RESOLVED –

That the Minutes of the meeting of Council held on 18 September, 2019, be approved as a correct record.

2. ANNOUNCEMENTS

Chairman of the Council

The Chairman thanked staff and Members who had attended the Chairman's recent Quiz evening and had made the night such a success.

The Chairman also informed Members that she had recently attended the Hindu Festival of Lights in the Aylesbury town centre.

3. PETITIONS/DEPUTATIONS (IF ANY)

There were none.

4. PRESENTATIONS BY THE CHIEF CONSTABLE OF THAMES VALLEY POLICE AND THE THAMES VALLEY POLICE AND CRIME COMMISSIONER

Members welcomed John Campbell QPM, Chief Constable of Thames Valley Police, and Superintendent Michael Loebenberg (Local Police Area Commander, Aylesbury) to the meeting. Apologies had been sent by Mr Anthony Stansfeld, Thames Valley Police and Crime Commissioner.

The Chief Constable gave a presentation during which the following main points were noted:-

- The Thames Valley Police (TVP) had recently been inspected by HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) for 2018/19 and been graded as good against the important areas of effectiveness, efficiency and legitimacy.
- That the TVP aimed to deliver an excellent service and be regarded as an outstanding force. This would include:
 - Focussing on crime reduction and the disruption of criminal activity, creating a hostile environment for those that would do harm.
 - Providing a caring, effective and swift response to those in need when people called for help.
 - Where crimes were committed, investigating them appropriately and relentlessly to seek justice for victims.
 - The response to major and serious incidents and policing operations being first class.
- That the priority outcomes for 2019/20 were to:-
 - Reduce crime and incidents through targeted and effective problem-solving.
 - Bring more criminals to justice by improving the quality and timeliness of investigations.
 - Improve how TVP protected the vulnerable by proactively identifying, understanding and reducing risk and harm.
 - Increase the satisfaction of victims and other people in need by responding appropriately and improving communication with them.
- Some of the various actions that TVP would be focussing upon to achieve these outcomes, e.g. problem solving would include a focus on knife crime, the disruption of organised crime groups (including rural crime), County drug lines and making the best use of time and resources by effectively reducing need.
- Information provided on call volumes. The average time to answer 101 calls during April-September 2018 had been 8 minutes, but this had reduced to an average of 3 minutes as of September 2019.
- Information on Officer assaulted during 2019, as follows:-
 - 589 officers assaulted during use of force incident Force wide (26 in Aylesbury Vale).
 - 216 officers had been spat at Force wide (5 in Aylesbury Vale).
 - 23 officers exposed to blood borne virus risk Force wide (1 in Aylesbury Vale)
- Key crime figures over the last 12 months for assault (GBH), rape (domestic), burglary (dwellings and sheds/garages) and theft of vehicles.
- That some of the crime prevention programmes had included a Summer Burglary Campaign and targeting Knife Crime
- Information on Community Resilience initiatives including the Specials Rural Crime Team, Community Speedwatch and the Farmer Resilience Network.
- Information on local issues including County Drug Lines and Organised Crime.
- Information on local Problem Solving including responses to street drinking and begging in Kingsbury, operations that had targeted tactical burglary in the north of the Vale and on the Nash travellers' site.

Members were informed that since 2010 the TVP had seen the force's size reduce by 700 uniformed officers and 600 back office staff. The Government had recently announced the recruitment of an additional 20,000 officers nationwide. The first tranche of this recruitment had started although it would take some time for new recruits to be trained.

The Chief Constable and Aylesbury Vale LPA Commander then responded to various comments/questions from individual Members on a range of issues, including:-

- that Police Stations were not usually staffed overnight as all available officers would be out on patrol. TVP would endeavour to respond to all calls, serious ones in particular, as soon and as fast as was possible.
- that there had been a reduction over the last few years in the number of dog handling units that corresponded to reductions in other policing areas such as staffing.
- an explanation of the circumstances under which TVP would be able to issue cautions. However, for many serious types of offences this was not possible and matters had to be decided by the courts.
- an explanation of how TVP managed policing of homeless and vulnerable people.
- that it was recognised that there were likely too many (43) police forces across the UK, although there weren't currently plans for any mergers.
- that the Crime Survey for England and Wales was an important monitor of the extent of crime in England and Wales.
- that while TVP were supportive of Community Speed Watch, e.g. speeding and speed limits through villages, it was also a difficult area to police.
- on the initiatives being undertaken to combat rural crime that included a rural Whatsapp. This was assisted by Aylesbury Vale also having the largest social media following of any policing area in the Thames Valley.
- that hate crime was not a significant issue for Aylesbury Vale, although there did tend to be spikes following terrorist attacks and when there were Brexit votes.
- acknowledging that there was a likely link between fraud targeting vulnerable people. The police were open minded to exploring new ways of working such as the establishment of a National Anti-Fraud Organisation to take some workload/responsibility away from police although it was also important for local police to be aware of what was happening in their areas.
- that it was unlikely that people who were subjected to domestic violence would be more likely to lose custody or access to their children.
- that the TVP had established a team in September of a Sergeant and 5 officers who were specifically looking at the recruitment of people who came from black, Asian and minority ethnic backgrounds.

In conclusion, the Chairman and Members expressed their sincere thanks to the Chief Constable and the Aylesbury Vale Local Police Area Commander for the opportunity to engage in a frank and informative exchange of views.

5. WRITTEN QUESTIONS

Members were informed that no written questions had been submitted during September 2019. Previous Members' written questions could be viewed on the Council's website via the link printed on the agenda.

6. REVIEW OF POLLING DISTRICTS AND POLLING PLACES

A report, similar to that submitted to the General Purposes Committee on 30 September, 2019, and summarised in the Minutes of that meeting, concerning the final recommendations from the review of Polling Districts and Polling Places, was submitted.

The Electoral Registration and Administration Act 2013 had introduced a change to the timing of compulsory reviews of UK Parliamentary polling districts and polling places. All local authorities were required to conduct reviews every five years and needed to conduct this review between 1 October 2018 – 31 January 2020.

This review did not cover the boundaries of District Wards, Parishes, County Divisions or Parliamentary Constituencies. These followed separate processes.

The recommendations to Council were that the majority of polling arrangements be unchanged. However, Appendix B detailed the options for Stoke Mandeville Village where a change of location was recommended as follows:-

Stoke Mandeville: Stoke Mandeville Village – that the polling station for future elections should be Stoke Mandeville Methodist Church (Eskdale Road), with the current polling Station (Stoke Mandeville Village, also located in Eskdale Road), being retained as a backup option.

The Returning Officer had the power to make variations to the current arrangements after consultation which enabled any issues that arose between the statutory reviews to be addressed.

It was proposed by Councillor Bowles, seconded by Councillor C Adams, and

RESOLVED –

That Council approves the Schedules of Polling Districts and Polling Places attached as appendices A and B to the report submitted, incorporating the change in relation to Stoke Mandeville Village.

7. QUESTION TIME

Members had the opportunity to ask questions of individual Cabinet Members and Committee Chairmen about issues affecting their portfolios/Committee activities:-

- (a) **Property Management Companies (Councillor Stuchbury)** – the Cabinet Member for Strategic Planning and Infrastructure informed Members that it was a decision solely for property developers whether they passed open space to the Council (who might then be able to pass it to a Parish Council), or passed the open space to a management company.

- (b) **Aylesbury Vale Broadband (Councillors Newcombe, Monger and Mrs Morgan)** – the Cabinet Member for Finance and Resources informed Members that the sale of AVB to Gigaclear was subject to a non-disclosure agreement which meant that the final position would not be made public until AVB became dormant and the final accounts were settled. It was possible that this process would not be concluded until after 1 April 2020.
- (c) **AVDC Environmental Initiatives (Councillors Monger and Lyons)** – the Cabinet Member for Environment and Leisure informed Members that a workshop had been held earlier that day between a range of stakeholders, including the County Council, to look at actioning the environmental initiatives that had been approved by full Council in September. He also gave an undertaking to issue guidance/instructions to staff and visitors to the Gateway to encourage people to use the revolving front door when accessing the building rather than the automatic opening doors.
- (d) **High Speed 2 (impact on Chalk Streams) (Councillor A Cole)** – the Cabinet Member for Environment and Leisure informed Members that he was aware that the HS2 project was struggling to find the water supply it needed to tunnel through the Chilterns, which was likely in turn to harm ecologically vulnerable chalk streams in the area. The Council would continue to lobby HS2 on this as well as many other issues that were detrimentally impacting on the Vale.
- (e) **Non-Determination of Planning Applications (Councillor Lyons)** – the Cabinet Member for Strategic Planning and Infrastructure informed Members that less than 1% of planning applications received by AVDC were appealed due to non-determination. The reasons that planning applications were not determined within specific times was varied and was often due to outside factors such as waiting for consultation responses from developers or the highways authority.
- (f) **Carbon Neutral by 2030 (Councillor Lyons)** – the Cabinet Member for Environment and Leisure confirmed that following the September full Council meeting, he would be writing to the Buckinghamshire Shadow Authority asking for the new Buckinghamshire Council to commit to being carbon neutral by 2030. A copy of that letter would be provided to all Members.
- (g) **Targets for Council Tax Collections and new Benefits Claims (Councillor Everitt)** – the Cabinet Member for Finance and Resources informed Members on Aylesbury Vale’s performance in collecting Council Tax due, and in processing new applications and changes in circumstances for Housing Benefit and Council Tax support. In all instances, AVDC’s performance was much better and quicker than the targets set by the Government.

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Council
5 February 2020

STAFF PAY AWARD 2020-21
Councillor Mordue
Cabinet Member for Finance and Resources

1. Purpose of Report

To consider and agree an inflationary pay award for April 2020/21 for all AVDC employees ahead of approval from trade unions and employee representatives.

RECOMMENDATIONS

1. To make a 2% pay award for April 2020/21 for all staff from Grades SG2 – SG12 who transfer to Buckinghamshire Council.
2. To make a 5% pay award for April 2020/21 for all staff on SG1 who transfer to Buckinghamshire Council or a minimum of £10 per hour, whichever is greater.
3. To note that the draft budget for Buckinghamshire Council incorporates a 2% pay uplift for all staff. The cost of the above proposed uplift for Aylesbury Vale District Council staff is £450,000 inclusive of NI/Superannuation.
4. Authority be delegated to the Interim Head of Paid Service in consultation with the Cabinet Member for Resources to conclude the pay award providing that it is consistent with the offer set out above.

2. Reasons for Recommendations

- 2.1 The negotiation of the pay award is a matter for Aylesbury Vale District Council but must be considered in the context that we are moving to a single employer and any pay award offer therefore should balance affordability and consistency across staff groups.
- 2.2 With regards to affordability the draft budget for the new council incorporates a provision for a 2% pay uplift for all staff.
- 2.3 It is expected that the pay award offers made in Chiltern and South Bucks District Councils (CDC and SBDC) and Buckinghamshire County Council (BCC) (all of which have locally determined pay awards) will be in the order of 2% but please note these are currently subject to local consultation and negotiation processes. At Wycombe District Council (WDC) pay awards are determined nationally and the national award has not yet been agreed.
- 2.4 Whilst the pay award is an AVDC matter, UNISON are wishing to consult with all council members (AVDC; CDC & SBDC; BCC) at the same time, therefore acceptance of the offer is likely to be after full council meeting. Authority is requested to be delegated to the Interim Head of Paid Service in consultation with the Cabinet Member for Resources to conclude the pay award providing that it is consistent with the offer set out above.

3. Content of Report

3.1 The pay negotiation cycle for the 20/21 award is as follows: -

November 19	Unison submitted a claim (Appendix 2)
14 th January 20	Pay negotiation meeting between Unions, staff representatives, Cabinet Member for Resources, Interim Head of Paid Service and HR

5 th February 20	Full Council consider claim and agree a pay award subject to consultation
6 th February 20	Unions and employee representatives commence consultation across all councils with staff
25 th February 20 (tbc)	Cabinet Member for Resources and Interim Head of Paid Service agree the final pay award
1 st April 20	Pay Award implemented

The pay spines for staff are attached at Appendix 1. These are updated to show the impact of a 2% pay rise for SG2 – SG12 and 5% pay rise for SG1 in April 2020.

3.4 UNISON local pay claim: Please see Appendix 2 for the full UNISON pay claim. In summary the local claim is for:

- A 5.25% across the board increase on all salary points and allowances
- A minimum pay point of £10 per hour

3.5 Previous Awards: In previous years staff have been awarded pay uplifts as follows: -

	% pay increase
April 2016	1.5%
April 2017 (2 year agreement)	1%
April 2018 (2 year Agreement)	2%
April 2019	2.5%

3.6 National Living Wage: The statutory National Living Wage (NLW) which has been phased in between April 2016 and April 2020 with the aim of reaching 60% of median UK earnings by 2020. For over 25 year olds the wage began at £7.20 in April 2016 and is projected to rise to at least £9 per hour by April 2020. The recommendation of a 2% award ensures that we pay comfortably above the statutory minimum.

3.7 Retail Price Index and Consumer Price Index: Pay increases are directly concerned with maintaining employee spending power when set against inflationary pressures. They do not reward performance or any other specific job related aim. Hence, it is helpful to consider the matter of pay awards against inflation rates over the last few years.

	Retail Price Index (RPI)	Consumer Price Index (CPI)
March 2016	1.6%	0.8%
March 2017	3.1%	2.3%
October 2017	4%	2.8%
October 2018	3.3%	2.2%
October 2019	2.1%	1.5%

RPI figures include mortgage interest, cost of house insurance, council tax etc. whereas the consumer prices index (CPI) excludes these particular items.

3.8 Other Buckinghamshire Councils:

- The CDC and SBDC pay award is currently under negotiation but it is anticipated that the pay offer for negotiation will be in the order of 2% with a minimum of £10 per hour for all staff;

- BCC have identified a budget provision for their Contribution Based Pay scheme (CBP) which equates to 2% across the pay bill. However, CBP is made up of two elements, a general pay uplift and a non-consolidated performance bonus. A combination of these elements means that some employees will receive more than 2% pay uplift and others less but the overall total spend will be contained within the 2% envelope.
- WDC will apply the nationally negotiated pay award. These negotiations are on-going and the NJC have put in a claim for 10% but the expectation is that the outcome will be approx. 2%.

4. Consultation

4.1 The recommendations in this report are subject to agreement with UNISON, GMB, Unite and Employee Representatives.

5. Proposals

5.1 Local government is undergoing a period of significant change. The way that public services are designed and delivered is evolving at a rapid pace. In Buckinghamshire we have the additional unprecedented challenges of the unitary programme and the creation of a new council. Against this background we need to: -

- Reward employees fairly in order to attract and retain the best staff;
- Ensure motivation and high performance to meeting the challenges of the future
- Remain competitive in the local employment market;
- Ensure we meet our statutory requirement to pay at or above the NLW.

5.2 The recommendation is to make a 2% pay award offer for April 2020/21 for all staff on SG2-SG12 and 5% or £10 per hour (whichever is greater) for all staff on SG1 grade who transfer to Buckinghamshire Council.

6. Corporate Implications

6.1 If the 2% proposal was to be implemented the cost for the pay bill of the AVDC would be approximately £450,000 inclusive of NI/Superannuation.

6.2 The Buckinghamshire Council has made an overall 2% provision for pay increases in its draft budget for 2020/21.

7. Links to Council Policy Objectives

Retaining and recruiting the best staff is critical to the delivery of services to our customers and the success of Buckinghamshire Council.

8. Next Step

For AVDC recognised unions and employee representatives to commence balloting with staff on this pay award offer.

Contact Officer: Ella Palmer, epalmer@aylesburyvaledc.gov.uk - (01296) 585010
Background Papers: None other than referred to in this report and Appendices.

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AVDC Salary Grades

		Salary April '19	Monthly	Salary April '20	Monthly			Salary April '19	Monthly	Salary April '20	Monthly
						SG7	672	53,040	4,420	54,108	4,509
							673	53,976	4,498	55,056	4,588
SG1	510	17,688	1,474	19,296	1,608		674	54,924	4,577	56,028	4,669
	512	18,624	1,552	19,560	1,630		675	55,944	4,662	57,072	4,756
	513	19,632	1,636	20,616	1,718		676	56,892	4,741	58,032	4,836
SG2	517	22,080	1,840	22,524	1,877	SG8	682	60,396	5,033	61,608	5,134
	518	22,764	1,897	23,220	1,935		683	61,416	5,118	62,652	5,221
	519	23,424	1,952	23,892	1,991		684	62,484	5,207	63,744	5,312
	520	24,156	2,013	24,648	2,054		685	63,624	5,302	64,896	5,408
	521	24,804	2,067	25,308	2,109		686	64,764	5,397	66,060	5,505
SG3	524	27,228	2,269	27,780	2,315	SG9	692	68,484	5,707	69,864	5,822
	525	28,020	2,335	28,584	2,382		693	69,684	5,807	71,088	5,924
	526	28,860	2,405	29,448	2,454		694	70,920	5,910	72,348	6,029
	527	29,736	2,478	30,336	2,528		695	72,180	6,015	73,632	6,136
	528	30,648	2,554	31,272	2,606		696	73,452	6,121	74,928	6,244
SG4	641	34,176	2,848	34,860	2,905	SG10	903	78,864	6,572	80,448	6,704
	642	34,860	2,905	35,568	2,964		904	80,280	6,690	81,888	6,824
	643	35,568	2,964	36,288	3,024		905	81,708	6,809	83,352	6,946
	644	36,240	3,020	36,972	3,081		906	83,136	6,928	84,804	7,067
	645	36,948	3,079	37,692	3,141		907	84,624	7,052	86,316	7,193
SG5	652	38,808	3,234	39,588	3,299	SG11	952	100,596	8,383	102,612	8,551
	653	39,624	3,302	40,416	3,368		953	102,396	8,533	104,448	8,704
	654	40,404	3,367	41,220	3,435		954	104,208	8,684	106,296	8,858
	655	41,172	3,431	42,000	3,500		955	106,056	8,838	108,180	9,015
	656	42,000	3,500	42,840	3,570		956	107,988	8,999	110,148	9,179
SG6	662	45,540	3,795	46,452	3,871	SG12	992	132,048	11,004	134,688	11,224
	663	46,332	3,861	47,268	3,939		993	134,436	11,203	137,124	11,427
	664	47,148	3,929	48,096	4,008		994	136,848	11,404	139,584	11,632
	665	47,952	3,996	48,912	4,076		995	139,308	11,609	142,104	11,842
	666	48,792	4,066	49,776	4,148		996	141,804	11,817	144,648	12,054

Pay Award April 2019 - 2.5% Increase
Pay Award April 2020 - 2% Increase - SG1 - 5% (SCP510 - 9% - £10 p/h)

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Bucks Area Branch Local Pay Claim 2020

INTRODUCTION

This pay claim is submitted by UNISON on behalf of staff at **Aylesbury Vale District Council**.

UNISON's claim recognises:

- Appropriate reward for the major change our members have experienced and will continue to experience in the transition to Buckinghamshire Council, including the additional duties many have taken on as part of this.
- Reward for the increasing stress faced by front line workers arising from difficulties in recruitment and retention – 60% of our survey respondents report staff shortages in their area in the last year.
- A substantial (but realistic) pay rise to help restore and maintain employees' living standards.
- A real living wage of £10 per hour - or a 10% increase - for all pay points (whichever is greater)
- A settlement weighted towards the, often female, lower paid members of the workforce who have done least well in monetary terms out of recent pay awards
- The expectations of service users can add to pressure on staff. In UNISON's local government members survey , 82% of South East respondents reported an increase in service users' expectations in the last 12 months. This was the greatest perceived increase across all UK nations and regions.

UNISON is therefore submitting the following claim for 2020, which seeks to improve and enhance the morale and productivity of our members. Meeting our claim will give you the opportunity to demonstrate your commitment to creating a workforce which is well paid and high in morale and productivity. The claim is straightforward and realistic.

SUMMARY CLAIM

We are seeking:

- A 5.25 % across the board increase on all salary points and allowances
- A minimum pay point of £10 per hour

1. BACKGROUND TO THE CLAIM

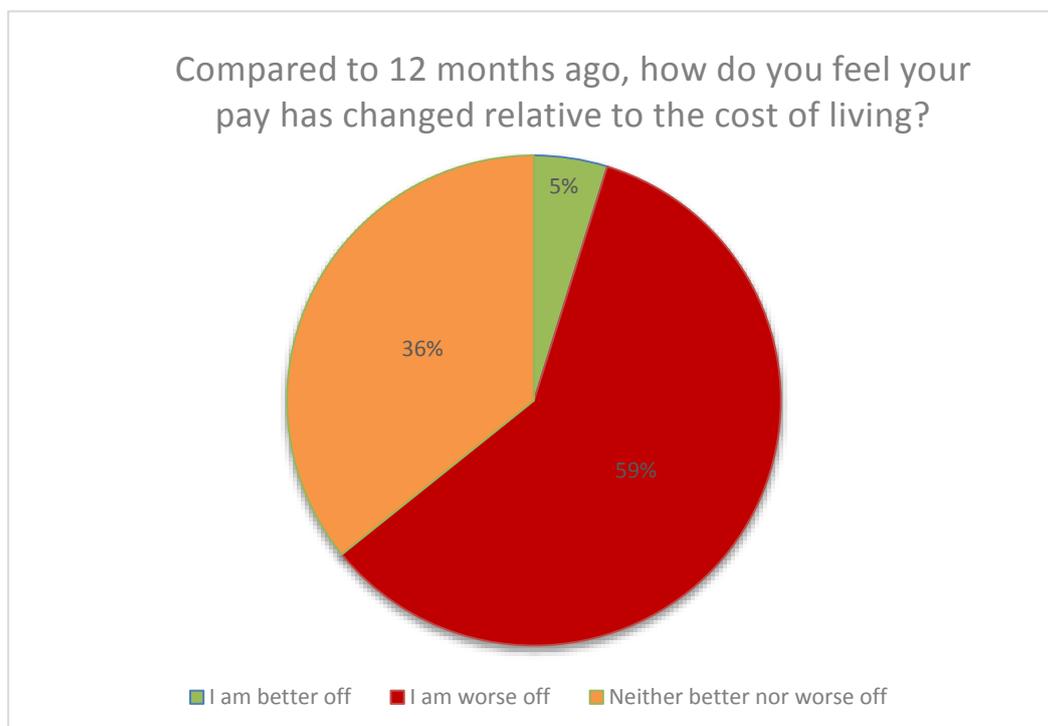
A substantial increase will help restore and maintain living standards of the staff who have seen their real pay eroded considerably.

The greatest asset of the Council is its employees. In this pay round, our members are looking for evidence of the value that the Council places upon them and a share in the economic recovery.

This claim is both realistic and fair. The following gives full justification for the claim. UNISON hopes that the Council will give this claim the full consideration and response which employees expect and richly deserve.

2. FALLING VALUE OF PAY

Our local pay survey shows how staff perceive their pay relative to the cost of living:



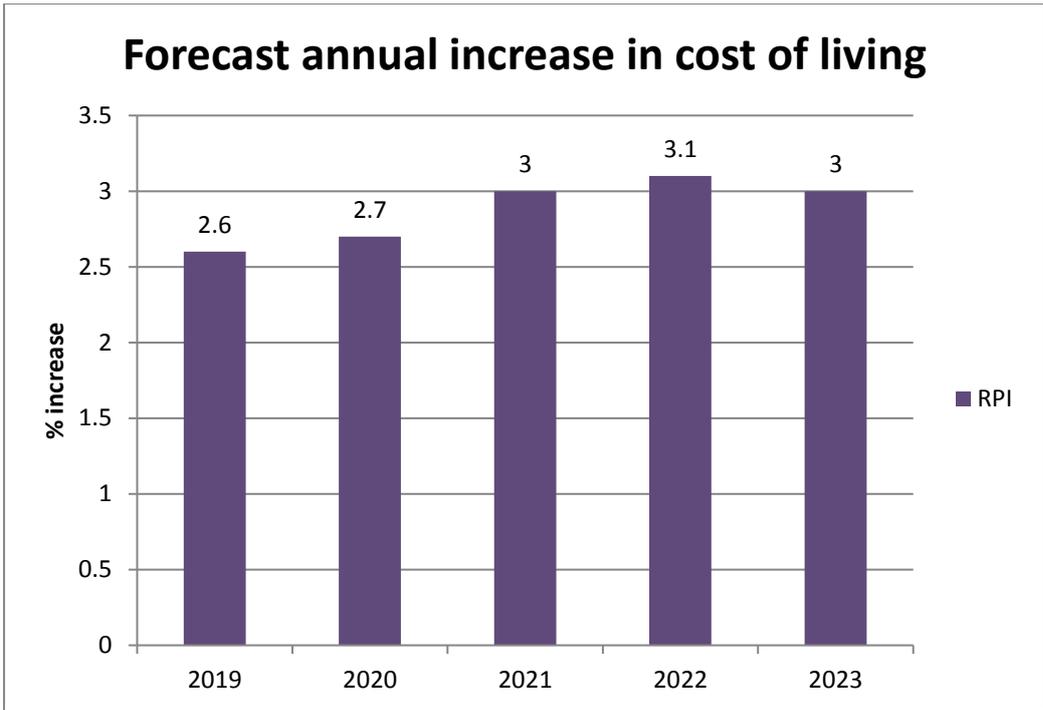
The table below demonstrates the major fall in living standards suffered by staff over recent years.

	AVDC Cost of Living awards	Rise in cost of living ¹ (as measured by Retail Prices Index)
2010	0%	4.6%
2011	1.5%	5.2%
2012	0%	3.2%
2013	1%	3.0%
2014	1.5%	2.4%
2015	1.5%	1.0%
2016	1.5%	1.8%
2017	1%	3.6%
2018	2%	3.3%
2019	2.5%	2.6%

This means that, while the cost of living has risen by more than 35% over the last nine years, salaries at Aylesbury Vale District Council have risen by just over 13%. **In real terms this is a pay cut of over 20% from 2010 and thousands of pounds wiped off the value of salaries.**

The Treasury average of independent forecasts states that RPI inflation will average 2.7% over 2020 . It will then run at 3% or above every year until 2023, following the pattern shown in the graph below. These annual rates show the rate at which pay rises would be needed for wages just to maintain their current value.

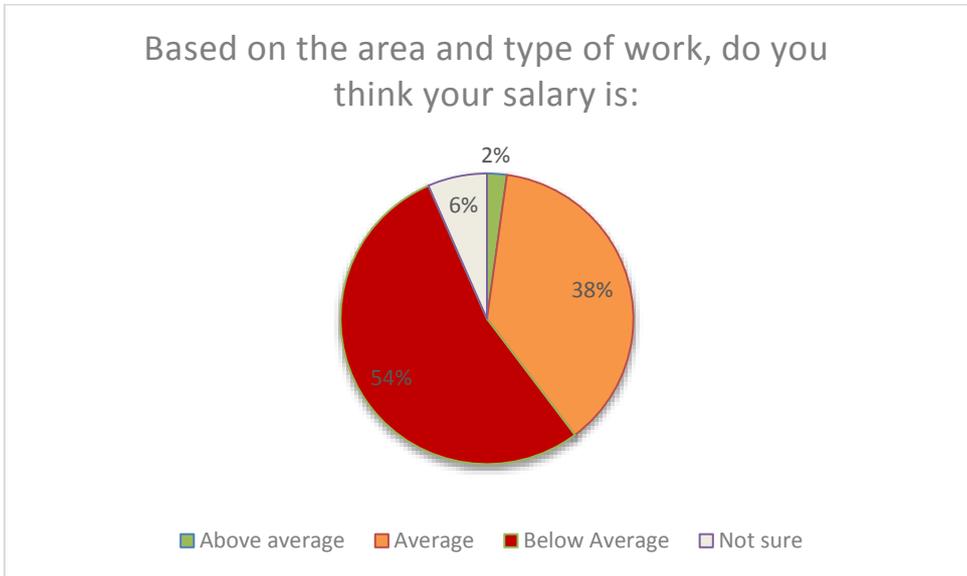
¹ Office for National Statistics, Consumer Price Inflation Reference Tables, March 2018



Source: HM Treasury Forecasts for the UK Economy, May 2019

3. FALLING BEHIND AVERAGE PAY RATES

Our local pay survey shows how staff perceive their pay relative to local competition:



The ability of the Council to attract and retain staff in the long term will be damaged if the pay of its staff falls behind the going rate in the labour market.

The table below shows that pay settlements over the last year across the economy have been running at 2.6%, which stands in contrast to typical budget assumption of just 2%

A sample of economic sectors that can provide alternative career options for the Council staff shows that pay settlements are running at the rates shown below:

Sector	Average pay settlements
Across economy	2.5%
Private sector	2.7%
Public sector	1.5%
Not for profit	2.5%
Energy & gas	3.0%
Water & waste management	2.5%
<i>Source: Labour Research Department, settlements year to June 2019</i>	

4. A £10 MINIMUM WAGE - A NEW STANDARD MINIMUM PAY BENCHMARK

A £10 an hour minimum wage has cross-party support. Across the political spectrum, politicians see it as a common sense solution to the unsustainable problem of topping up low pay via tax credits - a cost to the Treasury that has now ballooned to £30bn a year.

Currently, AVDC Grade 1 falls below this level.

Since May 2018, Labour Party policy has been to establish £10 an hour as the minimum wage for all workers, regardless of age. The Conservative Party has made it plain that it is considering setting two-thirds of average earnings as the next target for the National Minimum Wage. If adopted, this target would be expected to rapidly close on a £10 an hour rate.

Establishing a £10 minimum hourly rate in this pay round would enable the Council to build in some headroom now and avoid skirting a new legal minimum wage as has happened in the past.

There is also good reason to call on the Government to fund an increase in local government pay. Analysis by the IPPR found that 43% of the cost of raising public sector pay would be returned to the Treasury through taxation and lower social security costs.² The macro-economic benefits of moving to two-thirds of average earnings, in terms of generating employment through the multiplier effect and increased government revenue, have been set out in a report commissioned by UNISON as evidence to the Low Pay Commission.³

² IPPR, Uncapped Potential: The Fiscal and Economic Impact of Lifting the Public Sector Pay Cap, November 2017, <https://www.ippr.org/files/2017-11/uncapped-potential-november2017.pdf>

³ <https://www.unison.org.uk/content/uploads/2019/06/Supplementary-Evidence-2019-Landman-Economics-Report.pdf>

6. RECRUITMENT AND RETENTION PRESSURES BUILDING

Recruitment and retention is a key priority for councils. As of 2017/18, 78% of councils are experiencing recruitment and retention difficulties, with 10% feeling forced to enact a recruitment freeze at some point during 2017/18 (LGA workforce survey 2017/18). This issue is particularly acute for a variety of professional and specialist roles, including social work, planning and building control.

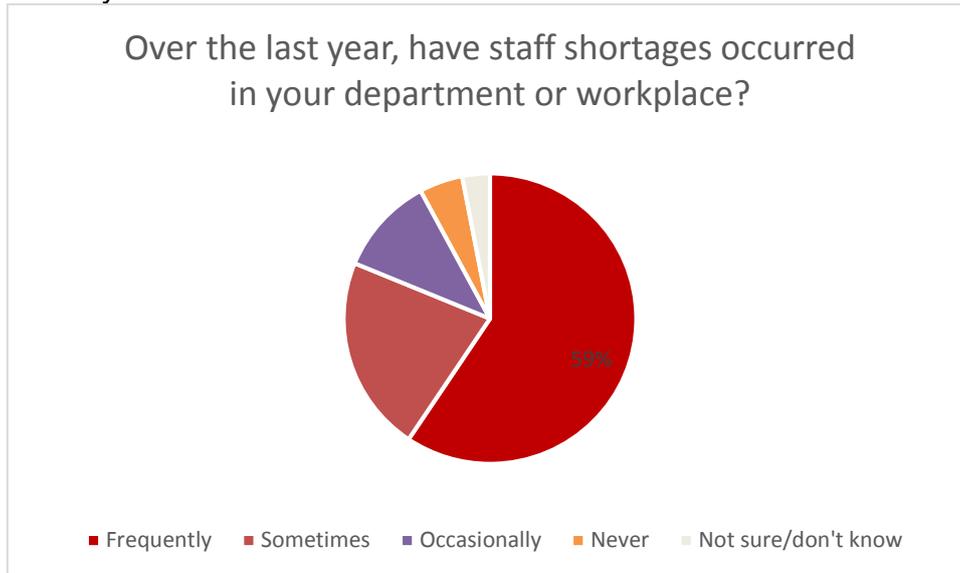
Successive workforce surveys conducted by the LGA make it apparent that pressures are rising. Local authorities' reported average vacancy rate of 8% (rising to 9.5% for unitary authorities) is significantly higher than the averages for wider public sector and in the economy as a whole.

With the general unemployment rate in the UK economy at its lowest level in 44 years, employers reporting their most challenging recruitment pressures since 2001, and vacancies escalating across the economy, competitive wages are becoming ever more crucial if the Council wish to recruit and retain staff.

The use of temporary and agency staff can be linked to issues around workload and morale, as temporary and agency staff are used to deal with staffing problems caused by absenteeism or recruitment and retention difficulties. In UNISON's local government membership survey⁴, 39% of respondents in the South East said the use of temporary/agency staff had increased in the last twelve months.

⁴ Under pressure, underfunded and undervalued- UNISON members keeping communities together June 2016

Our local survey shows:



7. MORALE UNDER THREAT

Working against a background of budget cuts, staff have been facing greater workload pressures. The resulting increased stress puts the morale of the workforce at risk and poses a long term threat to the Council's ability to provide a consistent quality of service. *Our local survey shows that two thirds of staff have considered leaving the Council in search of better pay.*

8. CONCLUSION

There can be no doubt that all employees working for the Council have seen a significant fall in their living standards. Their real earnings have fallen substantially.

To deliver a quality service, the Council relies on its workforce, and the retention of a specialist, skilled, experienced and dedicated workforce is important to the quality of service delivery. Competition for that workforce from other sectors is strong. 2020, and the transition into unitary, is the year in which the Council can begin to demonstrate that its workforce is included in the recovery. This is a fair and realistic claim which we ask the Council to meet in full.

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