

SUBJECT:	Pay Award 2020/21 for staff on the Harmonised Contract and Heads of Services
REPORT OF:	Jim Burness, Director of Resources and Acting Head of Paid Service
RESPONSIBLE OFFICER	Jim Burness, Director of Resources and Acting Head of Paid Service
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WARD/S AFFECTED	N/A

1. Purpose of Report

To consider and agree the final inflationary pay award for April 2020/21 for staff on the Harmonised Contract (all staff below Head of Service level) and also for Heads of Services. Both groups of staff have locally determined pay.

RECOMMENDATIONS

1. **To award a 2% pay uplift for April 2020/21 for all staff on the Harmonised Contract and to Heads of Services who transfer to Buckinghamshire Council.**
2. **To note that the draft budget for Buckinghamshire Council incorporates a 2% pay uplift for all staff. The cost of a 2% uplift for Chiltern and South Bucks District staff is £279k inclusive of NI/Superannuation.**
3. **To award a 5% pay uplift for the 1 employee on 1E/2A in order to ensure a minimum of £10 per hour.**
4. **To give an accelerated increment to the 7 employees on 2B to 2C in order to ensure an appropriate pay differential within Grade 2.**
5. **To note that the cost of the 5% uplift and the accelerated increase would be £4904 and this would be met from the draft budget for Buckinghamshire Council.**

2. Reasons for Recommendations

2.1 The negotiation of the locally determined pay award is a matter for Chiltern and South Bucks District Councils.

2.2 At its meeting on the 21st January the JSC considered the inflationary pay award and agreed to offer: -

- A 2% pay uplift for staff on the Harmonised Contract and to Heads of Services who transfer to Buckinghamshire Council;

- To delegate authority to the Head of Paid Service in consultation with the HR Manager to adjust the pay spines as necessary to ensure that all staff would be paid a minimum hourly rate of £10.

2.3 Following the JSC meeting in January consultation commenced with staff and UNISON. The staff consultation period was open from 23rd January to 7th February. No feedback was received from staff during the consultation period.

2.4 This offer has also been put forward to UNISON for negotiation. UNISON have not responded to this offer by the 28th February as requested. Please see section 3.3.1

3. Content of Report

3.1 Background

- 3.1.1 At its meeting on the 21st January the JSC gave consideration to the pay award offer. In so doing it considered the context of moving to a single employer and the need to balance affordability and consistency across staff groups.
- 3.1.2 The JSC noted that the pay award offers made in Aylesbury Vale District Council (AVDC) and Buckinghamshire County Council (BCC) (both of which have locally determined pay awards) were expected to be in the order of 2%.
- 3.1.3 It was noted that at BCC a budget provision had been made which equated to 2% across the pay bill. However, BCC operates a Contribution Based Pay scheme (CBP) which 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.
- 3.1.4 At Wycombe District Council (WDC) pay awards are determined nationally.

3.2 Consultation and Negotiation

- 3.2.1 Staff have been consulted on the following offer: -
- a 2% pay uplift for staff on the Harmonised Contract on pay spines 2B-13D and Heads of Services;
 - an adjustment to the pay award and pay spine to ensure a minimum pay point of £10 per hour.
- 3.2.2 The staff consultation period was open from 23rd January to the 7th February. No feedback was received from staff during the consultation period.
- 3.2.3 Chiltern and South Bucks are required to negotiate with UNISON under its Recognition and Procedural Agreement. At the time of writing this report UNISON have not responded to the offer. It has stated that it wishes to ballot its members but will not do so unless AVDC

and Chiltern and South Bucks increase their offers to 2.3%. UNISON has stated that a 2.3% increase will bring C&SB in line with the BCC offer. Clarification has been given that the average pay award in BCC is 2% and BCC, AVDC and Chiltern and South Bucks are making consistent offers taking in to account the different pay and reward systems in place in each council.

3.3 Current Position

- 3.3.1 BCC have made an award which equates to 2% across the pay bill as described in 3.1.3 above. It has also agreed to target the lowest spinal points which will mean that the hourly rate for those on the lowest spinal point will be £9.61 from 1st July. It has not made an offer that the minimum is £10 per hour as anticipated.
- 3.3.2 The AVDC pay award is still under negotiation but it was anticipated that the final pay offer will be 2%.
- 3.3.3 WDC pay awards are subject to national negotiation. These negotiations are on-going. The unions have put in a claim for 10% and the NJC have countered that with a 2% offer which has been rejected. The NJC is currently considering if to improve the offer or remain at 2% in which case it is expected that a pay deal for 2020/21 cannot be achieved at 2%.
- 3.3.4 UNISON's original local pay claim was 5.25% across the board increase on all salary points and allowances and a minimum pay point of £10 per hour.

3.4 Pay Scale/Pay Award Adjustment to achieve £10 per hour minimum

- 3.4.1 At its last meeting the JSC agreed to delegate authority to the Head of Paid Service to adjust the pay spines in order to ensure a minimum hourly rate of £10 per hour. The rationale for this was:-
- It was understood BCC and AVDC would be making a similar offer;
 - It would bring the bottom of the C&SB pay spine in line with the new BC pay spine;
- 3.4.2 It has since been established that AVDC have made an offer which would mean that a minimum of £10 an hour is paid and BCC's offer equates to a minimum of £9.61.
- 3.4.3 The additional cost to adjust the pay spines to 5% for staff on the harmonised contract to reach a minimum of £10 per hour is £555 per annum as this affects only 1 employee.
- 3.4.4 Please note however, there are 6 casual workers who are currently engaged with us on a temporary ad hoc basis who would also receive an hourly rise if the pay spine were uplifted. Given that their working hours vary it is not possible to predict the cost over the year.

- 3.4.5 It is further recommended that the 7 employees who will be on 2B on 1st April are given an accelerated increase to 2C to ensure appropriate pay differentiation at the bottom of the pay grade 2. This would cost £4349 per annum as it equates to an uplift of £607 per employee.
- 3.4.6 The pay spines for staff on the Harmonised Contract and for Heads of Services are attached at Appendices 1 and 2. Both are updated to show the impact of a 2% and 5% pay rise in April 2020.

4. Consultation

- 4.1 The recommendations in this report are subject to negotiation with UNISON and staff in line with the Recognition and Procedural Agreement between UNISON and CDC and SBDC.

5. Proposals

- 5.1 The recommendation is to make a 2% pay award offer for April 2020/21 for staff on the Harmonised Contract and to Heads of Services who transfer to Buckinghamshire Council. To make a 5% uplift to the employee on 1E/2A. To award an accelerated increase to the 7 employees who are on 2B to move to 2C to ensure the appropriate pay differential in grade 2.

6. Corporate Implications

- 6.1 If the 2% proposal was to be implemented the cost for the pay bill of the Buckinghamshire Council would be approximately £279K inclusive of NI/Superannuation. For context the total pay bill for BC is £173m (excluding schools).
- 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

- 7.1 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

- 8.1 The JSC agree the final pay award and the uplift is made on the 1st April 2020.
- 8.2 In usual circumstances where there is a failure to agree in the negotiating forum a timetable of on-going meetings will be arranged. Given that the Chiltern and South Bucks negotiating forum will cease to operate after the 1st April it is uncertain how or if an on-going dispute might be resolved but it is expected that this will be a matter for Buckinghamshire Council.

Background Papers:	None other than referred to in this report and Appendices.
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