

# Cabinet

22 March 2017



<b>Title</b>	Spelthorne Pay Award		
<b>Purpose of the report</b>	To make a recommendation to Council		
<b>Report Author</b>	Debbie O'Sullivan and Angela Tooth, Human Resources Manager		
<b>Cabinet Member</b>	Councillor Tony Mitchell	<b>Confidential</b>	No
<b>Corporate Priority</b>	This item is not in the current list of Corporate priorities but still requires a Cabinet decision		
<b>Recommendations</b>	<b>The Cabinet is asked to recommend to Council that the Spelthorne Pay Award is approved as follows:</b>  <b>An additional pay award of 1% is awarded to all scale points with effect from 1 April 2017.</b>		
<b>Reason for Recommendation</b>	<b>The pay award over and above the National Pay Award is made to help attract and retain staff and is comparative to other pay awards in the County.</b>		

## 1. Key issues

- 1.1 Within Cabinet Report dated 22 February 2017 (Appendix 1), the Cabinet were asked to recommend to Council that the Pay Policy Statement for 2017-18 is approved. Within this report it was suggested that consideration is given to an additional Spelthorne Pay Award.
- 1.2 The Cabinet are asked to recommend to Council the percentage increase for this award as detailed in Recommendations above. This is for 2017/18 only. This is required prior to any payment being made.
- 1.3 The National Pay Award which was agreed for 2017/18 will continue to apply.
- 1.4 The Chief Finance Officer presented at the Budget Briefing in January 2017 a proposal for a pay review which took into consideration pay review data from other Councils within Surrey. In order to remain competitive and retain staff a total increase of 2% was recommended.
- 1.5 The proposal has been subject to consultation and discussion between the Chief Executive, Chief Finance Officer, Human Resources and Unison and the percentage increase of 1% in addition to the National Pay Award was recommended.

## **2. Options analysis and proposal**

- 2.1 To approve the additional Spelthorne Pay Award as detailed in Recommendations above. This is required to remain competitive with our comparators and will demonstrate a commitment to staff.
- 2.2 To not approve the additional Spelthorne Pay Award. This will reduce morale and may lead to issues with retention.

## **3. Financial implications**

- 3.1 The budget for 2017/18 has built in sufficient provision to cover the proposed additional percentage increase.

## **4. Other considerations**

- 3.1 It is understood that Cabinet wish to move to a new agreement of local pay for 2018/19 onwards. This is not included within this Report and will be subject to further consultation and discussion.

## **5. Timetable for implementation**

- 3.1 It is understood that an additional Spelthorne Pay Award will be effective from 1 April 2017 and will be backdated.

**Background papers:** There are none.

**Appendices:** None