

Cabinet

20 June 2018



Title	Spelthorne Pay Supplement		
Purpose of the report	To make a recommendation to Council		
Report Author	Debbie O'Sullivan and Angela Tooth, Human Resources Manager		
Cabinet Member	Councillor John Boughtflower	Confidential	No
Corporate Priority	This item is not in the current list of Corporate priorities but still requires a Cabinet decision		
Recommendations	<p>The Cabinet is asked to recommend to Council that the Spelthorne Pay Supplement is approved as follows:</p> <p>The Spelthorne Pay Supplement is awarded at 0.5% to all posts on National Joint Council (NJC) terms and conditions. This includes Apprentice posts.</p> <p>A total pay award of 2.5% is awarded to posts on Chief Officer (JNC) and Chief Executive (CX) terms and conditions. This award is <u>inclusive</u> of any National Pay Award yet to be agreed.</p>		
Reason for Recommendation	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.		

1. Key issues

- 1.1 Within Cabinet Report dated 21 February 2018 (Appendix 1), the Cabinet were asked to recommend to Council that the Pay Policy Statement for 2018-19 is approved. Within this report it was suggested that consideration is given to an additional Spelthorne Pay Supplement.
- 1.2 The Cabinet are asked to recommend to Council the percentage increase for this award as detailed in Recommendations above. This is for 2018/19 only. This is required prior to any payment being made.
- 1.3 The National Pay Award was agreed for those posts which fall under the NJC terms and conditions. This was agreed at 2% with a higher percentage for scale points 6 to 9. This will continue to apply and it is proposed that the Spelthorne Pay Supplement for these posts is an additional 0.5% making the total pay award 2.5% (National plus Spelthorne Pay Supplement). Scale points 6 to 9 will have a higher total pay award due to the national award.
- 1.4 The National Pay Award for JNC and CX posts is yet to be agreed. The National Employer's proposal is currently 1% which has not been accepted. It is proposed that a pay award of 2.5% is made to these posts which is **inclusive** of any national pay award once it is agreed. For clarification, once

the national pay award is agreed for these posts, it will **not** be paid in addition to the 2.5%. There is a risk that the national pay award could be agreed over the 2.5%, however, traditionally the pay awards for these posts normally either match or are lower than the NJC award.

1.5 The Chief Finance Officer presented at a Budget Briefing for Cabinet in January 2018 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 2.5% (inclusive of any national pay award) was recommended and provision was built into the 2018-19 sufficient to cover.

1.6 The proposal has been subject to consultation and discussion between the Chief Executive, Deputy Chief Executive, Human Resources and Unison and the percentage increases detailed above, in addition to the National Pay Award, was recommended.

2. Options analysis and proposal

2.1 To approve the additional Spelthorne Pay Supplement 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 Supplement. This will reduce morale and may lead to issues with retention.

3. Financial implications

3.1 The budget for 2018/19 has built in sufficient provision to cover the proposed additional percentage increase.

4. Other Considerations

4.1 It is understood that Cabinet may wish to move to a new agreement of local pay for 2019/20 onwards. This is not included within this Report and will be subject to further consultation and discussion.

5. Timetable for implementation

5.1 It is understood that an additional Spelthorne Pay Supplement will be effective from 1 April 2018 and will be backdated with payment being made in August 2018 payroll.

Background papers: There are none

Appendices:

Cabinet Report dated 21 February 2018