

Cabinet

20 February 2019



Title	Pay Award 2019/20		
Purpose of the report	To make a recommendation to Council		
Report Author	Debbie O'Sullivan/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	The Cabinet is asked to recommend to Council that the 2019/20 pay award of 2.5% is approved		
Reason for Recommendation	As a result of the move to local pay, the pay award for 2019/20 is to be decided by full Council The 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 On 10 December 2018 a Collective Agreement was signed between Spelthorne Borough Council and the Spelthorne Branch of UNISON ("UNISON") to move from national pay terms and conditions to local pay, terms and conditions with effect from 1 April 2019. Pay awards are to be decided by full Council and Cabinet are asked to recommend to Council the pay award for 2019/20
- 1.2 The Chief Finance Officer will present at a Budget Briefing for Cabinet on 24 January 2019 a proposal for the pay award which will take into consideration pay review data from other councils within Surrey and the national pay award. In order to remain competitive and retain staff a total increase of 2.5% is recommended and sufficient provision is built into the 2019/20 budget.
- 1.3 If agreed the pay award is applicable to all staff including those on protected salaries, personal salaries and apprentices.
- 1.4 The proposal has been subject to consultation and negotiation, within the limits of the Collective Agreement, between the Chief Executive, Deputy Chief Executive, Human Resources and UNISON.

2. Options analysis and proposal

- 2.1 To approve the pay award of 2.5%. This is required to remain competitive with our comparators and will demonstrate a commitment to staff.
- 2.2 To not approve the pay award or award a lower pay award. This may be in breach of Part 1 of the Collective Agreement where the Council have agreed to at least match the overall national pay award for 2019/20 of 2%, subject to local affordability.

3. Financial implications

- 3.1 The budget for 2019/20 has built in sufficient provision to cover the proposed additional percentage increase.

4. Other considerations

- 4.1 As agreed within the Collective Agreement, UNISON may make representations to Cabinet Briefing on 4 February 2019 when the budget for 2019/20 is considered, before Cabinet making a recommendation to Council on the pay award for 2019/20.
- 4.2 The pay award is to be made to all staff.

5. Timetable for implementation

- 5.1 The pay award will be effective from 1 April 2019.

Background papers: There are none

Appendices: There are none