

Cabinet

26 February 2020



Title	Pay Award 2020/21		
Purpose of the report	To make a recommendation to Council		
Report Author	Debbie O'Sullivan/Angela Tooth, Human Resources Manager		
Cabinet Member	Councillor Olivia Rybinski	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 2020/21 pay award of 2.5% is approved.		
Reason for Recommendation	As a result of moving to local pay on 1 April 2019, the pay award for 2020/21 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 With effect from 1 April 2019 Spelthorne Borough Council became a local pay and local terms and conditions employer. Pay awards are to be decided by full Council and Cabinet are asked to recommend to Council the pay award for 2020/21.
- 1.2 The Chief Finance Officer will present at a Budget Briefing for Cabinet on 23 January 2020 a proposal for the pay award which will take into consideration pay review data from other councils within Surrey and any available information from the national pay award negotiations. In order to remain competitive and retain staff a total increase of 2.5% is recommended and sufficient provision is built into the 2020/21 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 as further detailed below.
- 1.5 UNISON made a pay submission to the Chief Executive at the end of September 2019 with the first consultation meeting in relation to the pay award held on 8 November 2019. There have been a number of consultation

meetings held since this date but agreement has not been reached on the distribution of the 2.5% provision.

- 1.6 Clause 1.4 of Part 2 of the Collective Agreement, Mechanism and timetable for deciding pay awards states:

“UNISON may make representations to Cabinet Briefing when they consider the budget for the following year. The Cabinet Briefing will consider any pay submission/representation from UNISON before the Cabinet makes a recommendation to Council for the Local Pay Award for the following year.”

- 1.7 UNISON will be making their own submission/representation to Cabinet Briefing on their proposal for distribution of the 2.5% provision.

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 all staff. Preferred option.
- 2.2 To consider the submission/representation by UNISON and approve a pay award which takes UNISON’s proposal into consideration.
- 2.3 To not approve the pay award or award a lower pay award. This may impact on recruitment and retention.
- 2.4 Financial implications
- 2.5 The budget for 2020/21 has built in sufficient provision to cover the proposed additional percentage increase.

3. Other considerations

- 3.1 The pay award is to be made to all staff – apart from those staff whose terms of secondment does not qualify for a pay award.

4. Timetable for implementation

- 4.1 The pay award will be effective from 1 April 2020.

Background papers: There are none

Appendices: There are none