

# Cabinet

24 February 2021



<b>Title</b>	Pay Award 2021/22
<b>Purpose of the report</b>	To make a recommendation to Cabinet/Council
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<b>Cabinet Member</b>	Councillor Noble
<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>	<p><b>Cabinet/Committee is asked to recommend to Council that the 2021/22 pay award and deletion of scale points is approved as follows:</b></p> <ol style="list-style-type: none"><li><b>1. 0.75% to all scale points including personal salaries and apprentices.</b></li><li><b>2. An additional 0.25% for scales 1 to 3</b></li><li><b>3. A one off, non-consolidated payment of £100 (gross) to all staff (excluding casual workers)</b></li><li><b>4. The deletion of scale points 8 and 9 from Scale 1.</b></li></ol>
<b>Reason for Recommendation</b>	<p><b>As a result of moving to local pay on 1 April 2019, the pay award for 2021/22 is to be decided by full Council.</b></p> <p><b>The pay award is made to help attract and retain staff and is in recognition of their ongoing hard work and dedication in supporting the Council's services.</b></p> <p><b>The deletion of the scale points is to remove the discrepancy of a minor increment between scale points and to allow for a fair incremental increase between each point.</b></p>

## 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 2021/22.
- 1.2 The Chief Finance Officer presented at a Budget Briefing for Cabinet on 11<sup>th</sup> January 2021 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 0.75% for all staff is recommended with a further 0.25% for those staff on Scales 1 to 3. A one off, non-consolidated (i.e. not built into base budget for future years) payment for all staff of £100 (gross) is also recommended, as a gesture of appreciation to all staff for the flexible and professional way they have responded to delivering services and providing support for the public in the face of COVID-19. Sufficient provision will be built into the 2021/22 budget.

- 1.3 If agreed the pay award, as detailed above, is applicable to all staff including those on protected salaries, personal salaries and apprentices.
- 1.4 It is proposed to delete scale points 8 and 9. Currently, there is £58 difference between scale point 7 and scale point 8 and £4 difference between scale point 10 and scale point 9. This is as a result of the legacy of historical national pay awards where an element of 'bottom loading' pay awards were made to lower pay points creating some issues. To delete the scale points 8 and 9 will allow for a more meaningful increase for lower paid staff as they progress onto the next scale point and provides for a fairer increase between the scales in Scale 1.
- 1.5 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.
- 1.6 UNISON made a pay submission to the Chief Executive in October 2020 with the first consultation meeting in relation to the pay award held on 10 November 2020. There have been several consultation meetings held since this date, particularly to take account of the financial challenges. Agreement has been reached on the distribution as detailed above.
- 1.7 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.”
- 1.8 UNISON may choose to make their own submission/representation to Cabinet Briefing.
- 1.9 This explains the main criteria upon which the decision is to be based.

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

- 2.1 To approve the distribution of the pay award and non-consolidated payment, as detailed in this report. This is required to remain competitive with our comparators and will demonstrate a commitment to all staff. To approve the deletion of scales points 8 and 9 to allow our lower paid staff to receive a more meaningful incremental increase when eligible. Preferred option.
- 2.2 To not approve the pay award or award a lower pay award and not delete the scale points. This may impact on morale and recruitment and retention.

## **3. Financial implications**

- 3.1 The budget for 2021/22 has built in sufficient provision to cover the proposed additional percentage increase and non-consolidated payment.

#### **4. Other considerations**

- 4.1 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.
- 4.2 If agreed, the 0.75% increase will be applied to certain allowances that are increased annually in line with any pay award.
- 4.3 Under clause 1.1 of Part 2 of the Collective Agreement, Section 1: Arrangement for agreeing the Spelthorne Local Pay Award it states the following:

“Spelthorne will give due regard to the NJC, JNC and JNC for Chief Executives National Pay Award.”

For 2021/22, should the National Pay Award be higher than the Spelthorne Local Pay Award, due consideration will be given to proposing to Council that the Local Pay Award meets the National Award, subject to affordability.

#### **5. Sustainability/Climate Change Implications**

- 5.1 There will be no impact on climate change issues.

#### **6. Timetable for implementation**

- 6.1 The pay award will be effective from 1 April 2021. The non-consolidated payment will be made in April 2021 pay for all current employees as of 1 April 2021. The deletion of scale points will be made 1 April 2021.

#### **Background papers:**

There are none

#### **Appendices:**

There are none