

REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 14 April 2014)

1. EMPLOYEE PAY AWARD 2014 (REPORT A) (MINUTE NO. 39)

The Committee has considered a proposal in relation to the employee pay award (cost of living rise) for 2014.

The Council moved to national pay negotiations from 1 April 2008, after an employee side ballot. The national pay negotiations in 2010, 2011 and 2012 resulted in no cost of living rise. In 2013, the Council made a decision to award 1% on all pay points from 1 April 2013, ahead of the national pay award which was later agreed at 1%.

The national pay negotiations commenced on 5 November 2013, with the Trade Union Side formally tabling their detailed pay claim for 2014 for "a minimum increase of £1 an hour on scale point 5 to achieve the living wage and the same flat rate increase on all other scale points".

On 20 March, the national employers offered a 1% pay increase plus lump sum increases at the bottom of the national pay scale. Trade Unions are currently consulting their members on this offer. The national pay negotiations will therefore continue for some time.

Within the context of the national negotiations and the continuing pressure on individuals' disposable incomes, it is proposed that a pay award of 1% across all spines is implemented from 1 April 2014. As the Council is on a local pay scale any lump sum increase might distort the Council's pay structure.

Should the national settlement be more than 1% then any additional award would be paid to bring the increase in line with the national settlement.

The Council's Medium Term Plan has provision for a 1% increase to all pay points, the total cost of which is estimated to be £260,000.

RECOMMENDED:

That a 1% pay award across all pay points be agreed and implemented from 1 April 2014 in advance of the national pay negotiations.

**Cllr G C BECK
CHAIRMAN**