

REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 8 December 2014)

1. PAY AWARD 2014 AND 2015 (REPORT A) (MINUTE NO. 22)

The Committee has considered the implementation of the National Pay Award 2014 and 2015.

The Council decided in April 2014 to award a 1% pay increase to staff on all pay scales ahead of the outcome of the national pay negotiations.

The national pay award has now been agreed. It covers the period 1 April 2014 to 31 March 2016. The increase is 2.2%, plus additional amounts for lower pay grades and one off payments in 2014/15 to reflect the delay in settlement.

The settlement for 2014/15 is equivalent to the 1% already awarded by the Council, but with additional amounts for Bands 1-4. The recommended process for implementation, which takes account of the 1% payments already made to staff, is as follows: -

- Employees on Band 1 will receive increases as set out in the recommendation below.
- Employees on Bands 2-4 will receive increases as set out in the recommendation below.
- All employees paid scale point 23 and above will receive a 1.2% increase from 1 April 2015.

The Council's budget provided for a 1% award in 2014/15 and 1% in 2015/16. The implementation of the national award will require an additional budget in 2014/15 of £45,000 and a further £108,000 in 2015/16.

The Industrial Relations Committee has considered and supports the proposals, as does this Committee.

RECOMMENDED:

That the National Pay Award for 2014 and 2015 be implemented as follows: -

(i) That employees on Band 1 (scp5-9) receive the following increases:

	2014 - current		Increases from 1 st January 2015 – 31 st March 2016		Lump Sum (one off for contracted staff) (December 2014)
	Per Annum	Per Hour	Per Annum	Per Hour	FTE amount (pro-rata by hours and time served since 1 st April 2014)
5*	£12,626	£6.54	£13,566	£7.03	231.24
6	£13,004	£6.74	£13,875	£7.19	228.44
7	£13,398	£6.94	£14,065	£7.29	225.51
8	£13,807	£7.15	£14,220	£7.37	47.48
9	£14,228	£7.37	£14,437	£7.48	44.35

(ii) That Employees on Bands 2-4 (scp 10-22) receive the following increases:

	2014 - current		Increases from 1 st January 2015 – 31 st March 2016	
	Per Annum	Per Hour	Per Annum	Per Hour
*10	£15,149	£7.85	£15,324	£7.94
11	£15,434	£7.99	£15,617	£8.09
12	£15,852	£8.21	£16,040	£8.31
13	£16,146	£8.36	£16,338	£8.46
14	£16,485	£8.54	£16,681	£8.64
15	£16,860	£8.73	£17,060	£8.84
16	£17,276	£8.95	£17,481	£9.06
17	£17,615	£9.13	£17,825	£9.23
18	£18,272	£9.47	£18,489	£9.58
19	£18,935	£9.81	£19,160	£9.93
20	£19,631	£10.17	£19,865	£10.29
21	£20,144	£10.44	£20,384	£10.56
22	£20,733	£10.74	£20,978	£10.87

* Employees on scp 10 will also receive £37.51 lump sum pro-rata to hours worked and time served since 1st April 2014 - to ensure they are receiving the equivalent of the national pay settlement. This payment will be made in December.

(iii) That all employees paid scp 23 and above receive a 1.2% increase from 1 April 2015.

**Cllr G C Beck
CHAIRMAN**