

PAY AWARD 2014

1. INTRODUCTION

- 1.1 The purpose of this report is to consider a proposal in relation to the Pay Award (cost of living rise) for 2014.

2. BACKGROUND

- 2.1 The Council moved to National Pay Negotiations from 1st April 2008, after an employee side ballot.
- 2.2 The National Pay Negotiations in 2010, 2011 and 2012 resulted in no cost of living rise.
- 2.3 After careful consideration in 2013, the Council made a decision to award 1% on all pay points from 1st April 2013 ahead of a National Pay Award.

3. NATIONAL PAY 2014

- 3.1 The National Pay Negotiations commenced on 5th 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*"
- 3.2 The National Employers then undertook to consult councils through a series of regional pay consultation briefings that concluded 31 January.
- 3.3 The National Employers met again on the 13th February, it was noted that there was a consensus amongst councils across the country in favour of a pay offer being made.
- 3.4 On the 20th March, the National Employers made the following offer for 2014, which balanced the desire to provide a pay increase for all employees with councils' limits of affordability:

*NJC SCP	2013 - current		2014 - offer	
	Per Annum	Per Hour	Per Annum	Per Hour
5	£12,435	£6.45	£13,015	£6.75
6	£12,614	£6.54	£13,164	£6.82
7	£12,915	£6.69	£13,315	£6.90
8	£13,321	£6.90	£13,596	£7.05
9	£13,725	£7.11	£13,925	£7.22
10	£14,013	£7.26	£14,188	£7.35
11 +	1% on pay points 11 and above			

*Note: This refers to National Pay points (based on NJC pay scale). NFDC have a local pay scale which is different.

3.5 The Trade Unions will now consult their members on the offer.

4. PROPOSAL

4.1 In 2013, staff appreciated that the Council took the decision to apply a 1% cost of living rise, ahead of the National Negotiations concluding, this also avoided any administrative inefficiencies that would have resulted from an award made in year.

4.2 The National negotiations on pay will continue for some time. The National offer is for 1% plus lump sum increases at the bottom of the National Pay Scale. The Council is on a Local Pay Scale and any lump sum increases may distort the Councils pay structure.

4.3 Within the context of the national negotiations and the continuing pressure on individual's disposable incomes, it is proposed that a Pay Award of 1% across all spines is implemented from 1st April 2014. This action removes any uncertainty from employees as well as avoiding any administrative inefficiencies.

4.4 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.

5. PAY PANEL COMMENTS

5.1 The Council is still supportive of National Pay Negotiations but feel in this instance it is in the best interests of the Council and its workforce to agree the 1% across all spines from 1st April 2014 in advance of National Pay Negotiations.

6. FINANCIAL IMPLICATIONS

6.1 The Councils Medium Term Plan made provision for a 1% increase to all spine points, the total cost of which is estimated to be £260,000 (General Fund & HRA).

7. EMPLOYEE SIDE COMMENTS

7.1 Employee Side note the report, and acknowledge the recommendation that Council approves a 1% Pay Award in advance of National Pay Negotiations. It is a gesture of goodwill which we are sure will be appreciated by our members and all staff.

8. RECOMMENDATION

It is therefore recommended that:

8.1 The Council approves a 1% Pay Award across all spines from 1st April 2014 in advance of National Pay Negotiations.

For further information contact:

Manjit Sandhu
Head of Human Resources
023 8028 4444
Manjit.sandhu@nfdc.gov.uk

Background Papers:

Pay Award 2013
and Conditions (GP&L 15th
April 2013)