

**8 DECEMBER 2014**

**NEW FOREST DISTRICT COUNCIL**

**GENERAL PURPOSES AND LICENSING COMMITTEE**

Minutes of a special meeting of the General Purposes and Licensing Committee held at Appletree Court, Lyndhurst on Monday, 8 December 2014.

p Cllr G C Beck (Chairman)  
p Cllr W H Dow (Vice-Chairman)

**Councillors:**

Mrs S V Beeton  
p S J Clarke  
p J D Heron  
A N G Kilgour  
p Mrs A E McEvoy  
p Mrs M McLean  
p J Penwarden

**Councillors:**

ap L R Puttock  
ap R F Scrivens  
p S S Wade  
p Mrs C V Ward  
ap P R Woods  
p Mrs P A Wyeth

**In attendance:**

**Councillors:**

A R Alvey  
B Rickman

**Officers attending:**

Mrs M Sandhu and Ms M Stephens.

**20. DECLARATIONS OF INTEREST.**

No declarations of interest were made by members in connection with an agenda item.

**21. PUBLIC PARTICIPATION.**

No issues were raised during the public participation period.

**22. PAY AWARD 2014 AND 2015 (REPORT A)**

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

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

- Employees on Band 1 would receive increases as set out in the recommendation below.
- Employees on Bands 2-4 would receive increases as set out in the recommendation below.
- All employees paid scale point 23 and above would 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 would require an additional budget in 2014/15 of £45,000 and a further £108,000 in 2015/16.

The Industrial Relations Committee had considered and supported the proposals.

The Committee supported the proposals.

**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 <sup>st</sup> January 2015 – 31 <sup>st</sup> 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 <sup>st</sup> 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 <sup>st</sup> January 2015 – 31 <sup>st</sup> 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

	2014 - current		Increases from 1 <sup>st</sup> January 2015 – 31 <sup>st</sup> March 2016	
	Per Annum	Per Hour	Per Annum	Per Hour
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 1<sup>st</sup> 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.**

CHAIRMAN

(GPL081214)