

PAY AWARD 2014 AND 2015**1. INTRODUCTION**

1.1 The purpose of this report is to update the committee on the National Pay Award.

2. BACKGROUND

2.1 The Council made a decision to award 1% on all pay scales in April 2014, ahead of the National negotiations.

2.2 The National Pay award has now been agreed and covers 1 April 2014 to 31 March 2016. The headline increase is 2.2%, plus additional amounts for lower pay grades and one off payments in 2014/15 to reflect the delay in settlement. In broad terms the settlement for 2014/15 is equivalent to the 1% already awarded by the Council plus some additional amounts for Bands 1 to 4. Section 3 details the process for implementation which takes account of the payments already made to staff (from April 2014).

3. IMPLEMENTATION OF NATIONAL PAY AWARD 2014 and 2015.

3.1 Employees on Band 1 (scp5-9) will 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

*please note that scp 5 will be deleted from 1 October 2015

3.2 Employees on Band 2-4 (scp 10-22) will 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.

3.3 All employees paid scp 23 and above will receive a 1.2% increase from 1 April 2015.

4. FINANCIAL IMPLICATIONS

4.1 The Council budget for 2014/15 provided for a 1% award at a total cost of £257,000 and 1% in 2015/16 for which the Medium Term Financial Plan provided a further £261,000. The implementation of the National award will require an additional budget in 2014/15 of £45,000 and in 2015/16 a further £108,000.

5. EMPLOYEE SIDE COMMENTS

5.1 Employee Side accept the proposed implementation of the national pay award as contained within the report. The Employee Side reiterates the National Joint Council belief that the accepted pay offer falls far below the aspirations expressed in the 2014-15 pay claim and what we believe our members deserve, in the face of a long-term decline in basic pay.

6. INDUSTRIAL RELATIONS COMMITTEE COMMENTS

6.1 The Industrial Relations Committee meet on 4 December and any comments will be reported at the meeting.

7. RECOMMENDATION

7.1 It is therefore recommended that the Council approves the implementation of the National Pay Award for 2014 and 2015 as detailed in section 3 of the report, together with the associated additional budget requirements set out in paragraph 4.1.

For further information contact:

Manjit Sandhu
Head of Human Resources
023 8028 28555
Manjit.sandhu@nfdc.gov.uk

Background Papers

National Joint Council for Local
Government Services Letter
dated 14 November 2014
(2014-15 Payscales &
Allowances)