

REPORT OF HR COMMITTEE

(Meeting held on 19 September 2019)

1. PAY ADJUSTMENT 2019 (MINUTE 18)

The Committee has considered changes to the Council's pay arrangements relating to Band 3 to 5. The Council had moved to a local pay structure in 1990, which had been regularly reviewed and modifications made as required.

In 2017, the Council had implemented a two phase approach to Bands 1 to 4, focusing on the lowest paid and setting the lowest hourly rate of £8 per hour. The second phase in 2018 introduced three spine points for each Band and the percentage pay increase between each Band was set at 3%.

Over the same two year period, the National Joint Council (NJC) Pay Award had been largely bottom - loaded with those employees earning less than £25K being awarded greater percentage increases. This difference in the spine point values made it increasingly difficult to match two pay scales.

Whilst the Council believes it has done much work to improve the terms for its lowest paid employees, discussions have taken place with Trade Unions and the Council is proposing a number of changes to address the situation which were set out in detail in the report. The changes will now be implemented, backdated to 1 April 2019.

The full year cost of the changes as outlined was in the region of £80,000-100,000 per annum, including on-costs (Pension and NI).

The Council set aside £100,000 for pay reviews in its 2019/20 budget, including the change to the £9.00 minimum pay point. A further £90,000 had also been set aside in the latest Medium Term Financial Plan in recognition of further work required on the Council's overall pay scales. The costs of the proposed changes were therefore matched with existing budgetary provision.

The Committee noted supportive comments from the Employee Side Representatives as well as from the Employee Side Liaison Panel.

Further negotiation would be entered into with the Employee Side Representatives relating to the adjustment of the NFDC pay points to mirror those of the NJC in the future.

RECOMMENDED:

That implementation of the proposed changes to the local pay arrangements be approved, to take effect from 1 April 2019, backdated.

**CLLR B RICKMAN
CHAIRMAN**