

## GENERAL PURPOSES AND LICENSING COMMITTEE - 4 MARCH 2016

### PAY AWARD 2016

#### 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 2016.

#### 2. NATIONAL PAY

- 2.1 The Council moved to National Pay Negotiations from 1 April 2008, after an employee side ballot.
- 2.2 The National Pay Negotiations discussions concluded with an Employers Side offer on the 9 December 2015, the details of the offer are as follows on National Pay Scales (NJC):
- Lump sum increases of £175 to £900 from scp 6-17 to take account of Living Wage which will be £7.20 from 1 April 2016.
  - Further lump sum increases from 1 April 2017 for scp 6-17.
  - Scp 18 and above 1% for the financial years 2016/17 and 2017/18.
- 2.3 The Trade Unions are currently balloting their members on the proposed offer, the final ballots close towards the middle of March.
- 2.4 Employees who pay into the Local Government Pension Scheme will also be paying an additional 1.4% National Insurance from 1 April 2016.

#### 3. PROPOSAL 2016

- 3.1 It is not anticipated that there will be a national agreement on pay before the 1 April 2016. Therefore, it is proposed that the following adjustments are made to the NFDC pay scales to take account of the National Living Wage. Bands 2-8 will also receive a 1% increase from 1 April 2016. The Pay Award for Bands 9 and above will be implemented once this has been agreed nationally and will be backdated to 1 April 2016.

Scp	Current Pay		Proposed Pay	
	Per Annum	Hourly rate	Per Annum	Hourly rate
Band 1 – Lump sum increases to ensure in line with National				
6	13,875	7.19	14,514	7.52
7	14,065	7.29	14,615	7.58
8	14,220	7.37	14,771	7.65
9	14,437	7.48	14,975	7.76

3.2 Should the national settlement be more than the implemented pay award for Bands 1-8 then any additional award would be paid to bring the increase in line with the national settlement.

#### **4. FINANCIAL IMPLICATIONS**

4.1 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). There would be an additional 26k for the additional increases to Band 1.

#### **5. EMPLOYEE SIDE COMMENTS/INDUSTRIAL RELATIONS COMMITTEE**

5.1 At the Industrial Relations Committee held on 18 February 2016, the Employee Side and the Committee supported the proposals.

#### **6. RECOMMENDATION**

6.1 That it be recommended to the Council that an increase to SCP's 6-9 as detailed in 3.2 and 1% Pay Award across all spines, up to, and including SCP 42. in advance of National Pay Negotiations, be approved.

**For further information contact:**

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**Background Papers:**

None