

REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 4 March 2016)

1. PAY AWARD 2016 (MINUTE NO. 49)

The Committee has considered the Pay Award for 2016. The introduction of the 'national living wage' which would come into force from 1 April 2016 has influenced some of the recommendations for adjustments in pay scales.

Following national pay negotiations, the Employers' Side made a final pay offer to the trade unions on 9 December 2015. This included:-

- Lump sum increases of £175 to £900 from scp 6 - 17 to take account of the National Living Wage which would be £7.20 from 1 April 2016.
- Further lump sum increases from 1 April 2017 for scp 6 - 17.
- Scp 18 and above - 1% increase for the financial years 2016/17 and 2017/18.

The national pay negotiations are still ongoing and it is unlikely that an agreement will be reached before 1 April 2016. However, local adjustments to pay bands 2 - 8 are proposed in advance of any settlement, to take account of the national living wage, as well as a 1% pay increase from 1 April 2016.

The pay award for bands 9 and above will be implemented once a national agreement has been reached, and will be backdated to 1 April 2016.

The Committee recommends approval of the proposals made to it.

RECOMMENDED:

(a) *That the following increase to SCPs 6 - 9 be approved: -*

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

(b) *That a 1% pay award across all spines up to and including SCP 42, in advance of the national pay negotiations, be approved.*

CLLR S J CLARKE
CHAIRMAN