



EMPLOYMENT COMMITTEE – 4 FEBRUARY 2015

PAY AWARD 2014 - 2016

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to note the action taken by the Chief Executive to implement a pay award for all employees on Grades 2 – 17 to cover the nationally negotiated pay award period 2014 – 2016.

Background

2. The County Council implemented a new grade structure in 2002 in conjunction with the Hay Job Evaluation Scheme. At that time it was agreed that the County Council, through the Employment Committee, would decide a level of pay award based on the national pay award for Local Government Employees.
3. The pay award for 2013 for County Council employees followed the national award of 1%. This followed a period of 4 years when no pay award was made. An initial offer of 1% was again made by the national employers for 2014. This was rejected by the trade unions who successfully balloted for a day of industrial action which took place on 10 July 2014. An improved offer was made by the employers prior to a further day of industrial action scheduled for 14 October 2014 and this offer was subsequently accepted by the trade unions

Key Points

4. The national pay award for 2014 - 2016 comprises 2 elements:-
 - a percentage increase of 2.2% (higher percentages have been agreed for those paid on the lowest pay points) on all pay points effective from 1 January 2015 to 31 March 2016
 - a non-consolidated (i.e. one off) payment to employees who are in post on 1 December 2014 and who are on pay points ranging from the lowest pay point (pay point 3 within the County Council) up to the equivalent of the County Council's pay point 44 at that date.
5. The national pay award also gave notice of the deletion of the current lowest pay point with effect from 1 October 2015, to prevent this pay point falling below the National Minimum Wage (which is increased annually on

this date). This will, in turn, require the County Council to delete its lowest pay point, pay point 3 within Grade 2, by that date. As Grade 2 currently only comprises one pay point, an examination of the lowest pay grades and salary values will be undertaken. Grade 2 contains a number of highly populated jobs, largely occupied by women on a part-time basis. Consideration will need to be given to whether Grade 2 should be retained or absorbed in to Grade 3, together with the impact that any decision could have on the integrity of the job evaluation scheme.

6. It was agreed with the trade unions locally that both elements of the pay award would be included in January 2015 pay.
7. A pay award for the same period 2014 - 2016 has yet to be agreed at national level for Chief Executives and Chief Officers (applied to employees on Grade 18 and above).

Implementation

8. As the Employment Committee was not due to meet for some time, the Chief Executive agreed, following consultation with the Chairman and Spokesmen of the Committee, to exercise his delegated powers in the case of matters of urgency to enable the award to be implemented. This allowed employees to receive the pay increase in January 2015. When action is taken under these powers details have to be reported to the next appropriate meeting of the body concerned.

Background Papers

9. The revised pay scales are attached as Appendix A.

Recommendations

10. That the report be noted.

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