

RECOMMENDATION TO COUNCIL ON 1 DECEMBER 2022

FROM CABINET ON 15 NOVEMBER 2022

CAB88

PAY AWARD 2022 - 2023

Assistant Director – B Box presented the report which reminded members that the Council's annual pay increase for all employees was locally determined, having regard to national pay and labour market information. The report recommended the pay increase for 2022/23 and outlined the budget implications. The comments of the Joint Employee Committee were set out in the report. It was noted that, subject to Council approval, it was hoped to be able to process the increase for the December wages.

Under standing order 34 Councillor Joyce drew attention to the comments made by the union whereby they expressed the preference for the increase to be a one off payment across the board for all grades. He also commented that the living wage amount should mirror the national picture of £10.90. It was explained that the national agreement was to reach that sum in 2023/24, which was also the intention for the local settlement for that year, whereas the £10.50 level was for the current year.

RECOMMENDED: 1) That an increase of £1,925 or 4% (whichever is the greater) be applied to all salary points.

2) That changes to annual leave and working hours are not implemented as part of the local Pay Award as any changes to terms and conditions that are negotiated nationally would continue to apply to our employees.

3) That officers review with Unison representatives the National Settlement once finalised and report to Cabinet should any further actions be recommended.

Reason for Decision

To implement an annual pay increase for employees that balances the requirement to make financial savings with the need to recruit and retain good quality employees.