

## **ALIVE WEST NORFOLK BOARD OF DIRECTORS MEETING – 20 JULY 2023**

### **PAY AWARD 2023/24**

Becky Box attended the meeting for this item and presented the Pay Award proposals for 23/244.

The Board were presented with background information on the Terms and Conditions of Alive West Norfolk staff, which currently mirrored those of Borough Council employees in respect of pay award.

The proposals as set out in the Cabinet report were considered by the Board and it was noted that these proposals had been discussed with Unison.

The financial implications and impact on Alive West Norfolk budgets were noted.

**RESOLVED:** The Board supported the proposals for the Pay Award for Alive West Norfolk Staff as set out below.

- a) An increase of £1925 or 5% (whichever is the greater) be applied to all salary points.
- b) A flat rate non-consolidated cost-of-living payment of £750pa (pro rata for part time employees) to be paid to all permanent employees and temporary staff (with a contract specifying a duration of 12 months or more) who were in post on 1<sup>st</sup> April 2023. This payment to be paid in 12 monthly instalments with effect from April 2023.
- c) The top points of all grades (not individual salaries) are increased by the maximum applicable percentage increase (10.38%) with effect from 1<sup>st</sup> October 2023. This will not have an immediate financial impact but will assist with future recruitment and retention.