

This Report will be made public on 7 November 2019



Report Number **P/19/08**

**To:** Personnel Committee  
**Date:** 15 November 2019  
**Status:** Non-executive Decision  
**Chief Officer:** Andrina Smith, Chief HR Officer

**SUBJECT: PAY AWARD 2020**

**SUMMARY:** This report provides an update to members of the Personnel Committee on the pay negotiations that have taken place for a pay award in April 2020.

**REASONS FOR RECOMMENDATIONS:**

The Joint Staff Consultative Panel (JSCP) reached a point whereby staff were balloted on the proposed pay award and that ballot returned a positive outcome in favour of accepting the award.

**RECOMMENDATIONS:**

1. To receive and note Report P/19/08.

## 1. INTRODUCTION

- 1.1 The Unison branch chair formally wrote to the Chief HR Officer requesting that pay negotiations for a pay award in April 2020 be opened earlier than usual due to her impending retirement. As a result, pay negotiations were opened in September 2019 with a view to reaching agreement before the end of October 2019.
- 1.2 At the Personnel Committee held on 5<sup>th</sup> September, members provided JSCP with a negotiating remit and the first JSCP was confirmed to be taking place on 18<sup>th</sup> September 2019.

## 2. PAY NEGOTIATIONS UPDATE

- 2.1 Following representations from the staff side, employers' side and the subsequent negotiations, the employers' side put forward a pay award offer as follows:
- Removal of Grade A from the salary scale to ensure compliance in the future with the national living wage, with those staff currently in grade A being moved to the lowest point of grade B and held there as a spot point salary but receiving pay awards;
  - A 2 year pay deal as follows –
    - o 2020/21 – an increase of 3%
    - o 2021/22 – an increase of 3%;
  - Free parking at the Sandgate Road (Leas Cliff Hall) Car Park for council staff on weekdays;
  - Annual leave reinstated to pre-2014 levels with effect from 1<sup>st</sup> April 2020;
  - Subject to completing the negotiations before Christmas 2019, those staff currently on 20 days annual leave would be granted an additional 2 extra days annual leave to take over the Christmas period 2019;
  - Providing agreement is reached in a timely manner, this pay award will be applicable from 1<sup>st</sup> April 2020.
- 2.2 Staff side stated that they were prepared to take this offer forward to a staff ballot. Following the conclusion of the JSCP meeting, the Chief HR Officer sent a letter on behalf of Councillor Monk to the staff side outlining the offer set out above and confirmed that if the staff side were prepared to take this offer to a staff ballot then there would be no requirement to hold a further JSCP meeting. Staff side confirmed that they would go out to ballot staff for their views on the offer.
- 2.3 The ballot was active until 5pm on Wednesday 16<sup>th</sup> October 2019 and accessible via an online survey tool for the majority of staff with paper ballot forms provided to Grounds Maintenance and Hythe Pool staff along with secured ballot boxes for them to submit their views.
- 2.4 Outcome of ballot:
- Based on the total number of staff being 350 –
- 266 votes were received via surveymonkey and a paper ballot (for grounds and pool staff) giving a turnout of 76%

Of the 76% that voted:  
256 voted to accept the pay offer = 96.2%  
10 voted to reject the pay offer = 3.8%

Therefore, the majority outcome was clearly in favour of accepting the pay award which can be implemented in the April 2020 payroll.

2.5 This outcome was firstly communicated to members of the Personnel Committee via email on 18 October 2019 and subsequently communicated to staff at the end of October.

### **3. LEGAL / FINANCIAL AND OTHER CONTROLS / POLICY MATTERS**

#### **3.1 Legal Officers Comments (AK)**

There are no comments legal comments arising directly from this report.

#### **3.2 Finance Officers Comments (TM)**

The budget for 2020/20201 has included a 3% pay increase for staff and this award falls within that cost envelope.

#### **3.3 Diversities and Equalities Implications (ASm)**

There are no specific Diversities and Equalities Implications arising from this report.

### **4. CONTACT OFFICER AND BACKGROUND DOCUMENTS**

Councillors with any questions arising out of this report should contact the following officer prior to the meeting:

Andrina Smith – Chief HR Officer  
Tel: 01303 853405  
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The following background documents have been relied upon in the preparation of this report:

None

#### **APPENDICES:**

None