

This Report will be made public on 12 January 2022



Report Number **P/21/05**

To: Personnel Committee
Date: 20th January 2022
Status: Non-executive Decision
Chief Officer: Andrina Smith, Chief HR Officer

SUBJECT: PAY AWARD 2022

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 2022.

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/21/05.

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 2022 be opened before 2021 drew to a close. As a result, pay negotiations were opened in November 2021 with a view to reaching agreement before the end of December 2021.
- 1.2 At the Personnel Committee held on 11th November 2021, members provided JSCP with a negotiating remit and the first JSCP was confirmed to be taking place on 18th November 2021.

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:

2022/23

- Removal of Grade B Point 7 from the council pay scales. (Those staff who were held at Point 7 following the removal of Grade A in April 2020 will be held on Point 8 in future as a spot salary subject only to pay awards but not increments). This is to ensure compliance with the National Living Wage in the forthcoming years.
- £500 to be added to the salary points 8 - 10 within Grade B (which is equivalent to 2.6%).
- 2.0% pay award to all salary points within FHDC's Grades C to L and the old EKH Grades D to N.
- Increase in annual leave for those staff in Grades A to J who are currently on 24 days per year, to 25 days per year

2023/24

- £500 added to the salary points within Grade B (which is equivalent to 2.5%).
- 2.0% pay award to all salary points within FHDC's Grades C to L and the old EKH Grades D to N.

- 2.2 Staff side stated that they were prepared to take this offer forward to a staff ballot however the percentage pay award of 2.0% was subject to formal ratification by Personnel Committee which was gained at the meeting which took place on 6th December 2021. Following the conclusion of the Personnel Committee 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 Tuesday 21st December 2021 and accessible via an online survey platform 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 450 –

275 votes were received via surveymonkey and a paper ballot (for grounds and pool staff) giving a turnout of 61%

Of the 61% that voted:

231 voted to accept the pay offer = 84%

44 voted to reject the pay offer = 16%

Therefore, the majority outcome was clearly in favour of accepting the pay award which can be implemented in the April 2022 payroll.

- 2.5 This outcome was firstly communicated to members of the Personnel Committee via email on 22 December 2021.

3. LEGAL / FINANCIAL AND OTHER CONTROLS / POLICY MATTERS

3.1 Legal Officers Comments (NM)

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

3.2 Finance Officers Comments (CS)

The budget for 2022/2023 has included a 2% 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

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The following background documents have been relied upon in the preparation of this report:

None

APPENDICES:

None.