

**Minutes of a Meeting of the Joint Staff
Consultative Group held on 27
October 2023**

+ Lynn Smith (Chair)
+ Cllr Valerie White (Vice Chair)

+ Cllr Alan Ashbery	+ Keiran Bartlett
+ Cllr Lisa Finan-Cooke	- Kelly Fidgett
+ Cllr Mary Glauert	+ Joe Fullbrook
+ Cllr Mark Gordon	- Gillian Riding
+ Cllr Ying Perrett	+ Anthony Sparks
- Cllr Murray Rowlands	Vacancy
Cllr Pat Tedder	Vacancy

+ Present
- Apologies for absence presented

In Attendance: Sally Kipping, Julie Simmonds, Rachel Whillis

17/J Consideration of Pay Review

The Group was reminded that Staff Representatives had submitted a request for a consolidated pay increase of 6% for all grades for 2024/25. The claim had been supported by a presentation detailing the current cost of living pressures, comparisons with rates of pay for a number of roles at other neighbouring authorities, and feedback received from a staff survey.

Members thanked Staff Representatives for their presentation and advised that they had considered the request, reconfirming the value placed on staff and recognising the challenging financial climate they faced. Members also referred to the Council's budgetary pressures and the additional £860k a 6% pay award would add to the base budget. A counter offer of 3.5% was made by Members.

In response to this offer, Staff Representatives referred to the results of their Staff Survey and indicated that only 22% of respondents would be happy with a 3.5% award, as a result of which that offer could not be accepted. Following deliberations, a revised offer of 4% from Members was made. Staff Representatives informed the Group that they would to seek a mandate from staff before responding to the offer. It was therefore agreed that Staff Representatives would need to seek feedback from staff on the revised offer of 4% and a further meeting would be scheduled prior to the Employment Committee meeting on 16 November 2023.

The Group also discussed other non- pay benefits and, whilst it was acknowledged that pay was the primary issue for staff, consideration was given to exploring other non-cash benefits as part of the pay negotiation process.

RESOLVED that consideration of the current offer of a 4% increase be deferred to a meeting, to be scheduled within the next two weeks.

Chair