

Pay Award 2016/17

Summary

To report on the pay award for 2016/17.

Portfolio - Corporate

Date Portfolio Holder signed off report: 14 March 2016

Wards Affected – n/a

Recommendation

The Executive is asked to recommend to Full Council the 1% pay award for 2016/17 which will come from within the existing salaries budget.

1. Resource Implications

- 1.1 The proposed changes to the salary budget will be funded from within existing budgets. A provision of 1% was included in 16/17 budget.

2. Key Issues

- 2.1 It is proposed that a 1% cost of living rise for 2016/17 is awarded to staff; this will be funded from existing budgets.
- 2.2 A number of points have been considered when deciding the value of this cost of living rise:
- What other councils in the surrounding area are paying
 - To be in line with the National award of 1%
 - How we ensure we remain an employer of choice and continue to provide excellent service to the Community
 - This year the National Living Wage will be in force on the 1st April 2016.
- 2.3 If a cost of living rise is agreed it will be back dated to the 1st April 2016.

3. Options

- 3.1 To recommend Full Council that a 1% cost of living is awarded to staff, this is in line with the provision in the 16/17 budget.
- 3.2 Or the proposed cost of living rise could be rejected.

4. Proposals

- 4.1 It is proposed that the Executive recommends to Full Council that a 1% cost of living is awarded to staff this is in line with the provision in the 16/17 budget.

5. Corporate Objectives And Key Priorities

- 5.1 We deliver our services better, faster and cheaper.

6. Policy Framework

- 6.1 As detailed in the Pay Policy Statement.

7. Equalities Impact

- 7.1 To be discussed.

8. Consultation

- 8.1 Staff Representatives wrote to all staff informing them of the proposed pay award and they were given the opportunity to comment.

Annexes	None
Background Papers	None
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Consultations, Implications and Issues Addressed

Resources	Required	Consulted
Revenue	✓	✓ CMT
Capital		
Human Resources	✓	✓
Asset Management		
IT		
Other Issues	Required	Consulted
Corporate Objectives & Key Priorities	✓	
Policy Framework		
Legal		
Governance		
Sustainability		
Risk Management		
Equalities Impact Assessment	✓	
Community Safety		
Human Rights		
Consultation	✓	✓ Staff Reps and HR
P R & Marketing		