

Pay Award 2017/18

Summary

To report on the pay award for 2017/18.

Portfolio Corporate

Date Portfolio Holder signed off report: 27 March 2017

Wards Affected – n/a

Recommendation

The Executive is asked to recommend to Full Council a 2% pay award for 2017/18, to be funded from within the existing salaries budget.

1. Key Issues

- 1.1 It is proposed that a 2% cost of living rise for 2017/18 is awarded to staff. This will be funded from existing budgets.
- 1.2 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:
 - 6 councils in Surrey have agreed a 2% increase in pay for 2017/18, an increase on the 1.5% offered by many of the Surrey councils for 2016/17. Surrey Heath's pay increase for 2016/17 was 1%.
 - In the private sector the projected pay increases are as follows:
 - Professional Services 3%
 - Tech 2.9%
 - Retail 2.7%
 - General Industry 2.8%
 - How the Council ensures it remains an employer of choice and continue to provide excellent service to the Community
 - It is becoming increasingly difficult to attract candidates with the skills that are also sought after in the private sector
 - UK inflation rate has risen to 1.6%, the highest rate since July 2014.
- 1.3 If a cost of living rise is agreed it will be back dated to the 1st April 2017.

2. Resource Implications

- 2.1 The proposed changes to the salary budget will be funded from within existing budgets. A provision of 2% was included in the 17/18 budget.

3. Options

- 3.1 To recommend Full Council that a 2% cost of living is awarded to staff, this is in line with the provision in the 17/18 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 2% cost of living is awarded to staff this is in line with the provision in the 17/18 budget.

5. Supporting Information

- 5.1 None

6. Corporate Objectives And Key Priorities

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

7. Policy Framework

- 7.1 As detailed in the Pay Policy Statement.

8. Risk Management

- 8.1 Not applicable

9. Equalities Impact

- 9.1 To be discussed.

10. Consultation

- 10.1 Staff Representatives wrote to all staff informing them of the proposed pay award and they were given the opportunity to comment.
- 10.2 Proposed award discussed at JSCG and it was agreed the proposal should be recommended to the Executive to Full Council to agree.

11. PR And Marketing

- 11.1 Not applicable

Annexes	Annex A – New Salary Scales for 2017/18
Background Papers	
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Consultations, Implications and Issues Addressed

Resources	Required	Consulted
Revenue	✓	✓CMT
Capital		
Human Resources	✓	✓

Resources	Required	Consulted
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		

Review Date:

Version:

SURREY HEATH BOROUGH COUNCIL

SALARY SCALES

WITH EFFECT FROM 01 APRIL 2017
(increase of 2% from last award)

SH1		SH2		SH3		SH4	
SCP	£	SCP	£	SCP	£	SCP	£
1.2	12371	2.7	15829	3.11	19599	4.15	23115
1.3	13160	2.8	16752	3.12	20389	4.16	24307
1.4	13947	2.9	17707	3.13	21165	4.17	25485
1.5	14741	2.10	18795	3.14	21939	4.18	26619
1.6	15275	2.11	19329	3.15	22472	4.19	27153

SH5		SH6		SH7		SH8	
SCP	£	SCP	£	SCP	£	SCP	£
5.19	27810	6.23	32521	7.28	38139	8.33	43877
5.20	28990	6.24	33698	7.29	39481	8.34	45430
5.21	30151	6.25	34845	7.30	40820	8.35	46992
5.22	31328	6.26	36039	7.31	42134	8.36	48571
5.23	31861	6.27	36571	7.32	42667	8.37	49107

SH9	
SCP	£
9.37	50283
9.38	51916
9.39	53550
9.40	55181
9.41	55714

SH20 HEAD of SERVICE	
SCP	£
20.101	58148
20.102	60351
20.103	63272
20.104	66196
20.105	69133

SH21 EXECUTIVE HEAD	
SCP	£
21.106	72075
21.107	75017
21.108	77960
21.109	81111
21.110	84264

SH22 CHIEF EXECUTIVE	
SCP	£
22.201	106826
22.202	110657
22.203	114490
22.204	118321

Human Resources - April 2017