

**Minutes of a Meeting of the Joint Staff  
Consultative Group held on 28  
January 2021**

---

+ Anthony Sparks (Chairman)  
+ Cllr Graham Tapper (Vice Chairman)

+ Cllr Rodney Bates	+ Louise Aartsen
+ Cllr Sharon Galliford	- Garry Carter
+ Cllr Josephine Hawkins	+ Gillian Barnes-Riding
+ Cllr Rebecca Jennings-Evans	+ Andrew Edmeads
Cllr David Mansfield	+ Lynn Smith
Cllr Charlotte Morley	+ Karen Wetherell
+ Cllr Helen Whitcroft	

+ Present  
- Apologies for absence presented

In Attendance: Cllr Sashi Mylvaganam

Officers present: Louise Livingston, Julie Simmonds, Rachel Whillis and  
Bobbie Ludlow

**28/J Pay Settlement 2021/22**

The Group was updated on the current position regarding pay negotiations. It was noted that no percentage cost of living award for 2021/22 had been offered by the Council but negotiations were ongoing in relation to alternatives in the form of additional holiday and one-off payments to staff earning under a specified salary.

Two options had been proposed in respect of additional holiday:

1. an additional day's leave, to be added to all staff leave allowances as part of ongoing contractual terms; or
2. a non-consolidated additional day's leave to be awarded in 2021/22, to be taken on Christmas Eve.

Any additional holiday agreed would be awarded to all staff irrespective of grade. Staff Representatives reported that consultation with staff had indicated a preference for an additional day's leave being added to the contractual entitlement, although strong support for the non-consolidated day's leave had also been received.

With regard to the second option proposed, the suggestion for the majority of staff to take the extra day on Christmas Eve would enable the Council to shut that day; staff unable to take that day off due to work requirements would have the day added to their leave entitlement. It was also recognised that, if necessary, management discretion could be used in order to respect different cultural and religious practices.

The Group was advised that negotiations on a non-consolidated payment for staff earning under a specified full-time equivalent salary were also ongoing, with two options proposed for consideration:

1. a one-off payment of £250 to staff earning £24,000 (FTE) or less; or
2. a one-off payment of £250 to staff earning £28,000 (FTE) or less.

The Group was informed that there were 31 members of staff earning £24,000 or less and 95 staff members earning £28,000 or less, which would result in expenditure of £7,750 or £23,750 respectively. It was noted that an award of £250 was equivalent to a 1% increase for staff earning £25,000 and a 0.8% for a member of staff earning £28,000.

Clarification was provided that members of staff in Community Services transferring to Runnymede BC on 1 April 2021 would receive any pay award agreed by RBC, rather than from this Council. It was understood that RBC undertook its pay negotiations in July.

Members of the Group discussed the proposed options. No majority of support from both the Member and Staff sides was agreed concerning both additional leave and a one-off payment to staff on lower grades, although broad agreement was indicated for the option proposed for an additional day's holiday in 2021/22. However, a majority present at the meeting supported a recommendation for a non-contractual additional day's leave for 2021/22 plus a non-consolidated payment of £250 to members of staff earning £28,000 FTE or below.

**RESOLVED that the Employment Committee be advised to recommend to Full Council**

- (i) that no percentage cost of living award be agreed for 2021/22;**
- (ii) that a non-contractual additional day's leave be awarded to all staff in 2021/22, to be taken on Christmas Eve, or where the member of staff is required to work on Christmas Eve, added to their annual leave entitlement for 2021/22;**
- (iii) a non-consolidated payment of £250 be made to staff earning less than £28,000 FTE; and**
- (i) To note that Staff Representatives, whilst recognising the current position, wish to see a pay increase for 2022/21.**

Note: it was noted for the record that all members of staff present at the meeting had an interest in any pay award.

Chairman