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The following comments have been received from Councillor Hart:

1. Review of Local Pay: the 1% pay cap has now been lifted. People need to feel valued and treated fairly - employees absolutely need at least a modest rise. Inflation has been growing faster than both public and private sector pay, meaning that employees have seen their pay fall in real terms.

I note UNISON'S claim. A point of argument is that in general, the average public sector salary is around 3% higher than the private sector, even when adjusted for qualifications. However, private sector pay has been growing faster than public sector in recent years and current trends indicate that they will continue to do so - closing the gap. Whilst the private sector pays for public sector salaries, it is necessary to keep abreast of competitive pay to avoid difficulties in recruiting, retaining and motivating staff. A 2% pay increase as a two year award of 2% for each year, as proposed is fair and follows the national award pattern of 2%.

2. Senior Management Restructuring: Do the changes ensure that there is enough capacity for the officer input required in, for example, public realm strategy, review of tourism etc.?