

Rother District Council

Report to:	Licensing and General Purposes Committee
Date:	4 April 2022
Title:	Review of Local Pay Award
Report of:	Chief Executive
Ward(s):	All
Purpose of Report:	To consider the 2022 staff pay award and make recommendations as appropriate.
Officer	
Recommendation(s):	It be RESOLVED : That Members' views are sought for the 2022 pay settlement in the light of budget forecasts.

Introduction

1. As Members are aware, the financial situation the Council faces remains challenging for the foreseeable future. A major component in the Council's budget is its staffing and discussions have been on going with Staff Side on the position for a pay award for this year.
2. Members' views are being sought on the way ahead for this settlement to enable negotiation with UNISON / Staff Side to be progressed. It is also important to realise that any pay settlement is not a one off; it is then built into our budgets for the future years. Members are also reminded that any pay award agreed for staff is, under the current scheme applied to Members' allowances at the start of the following municipal year. However, due to the district elections in May 2023, a new scheme of Members' allowances will be approved to take effect from that time, which may or may not include this provision.

Rother Local Pay Award

3. The Chief Executive maintains a regular dialog with UNISON / Staff Side and as would be expected the pay award has been discussed. The expectation on their part will be for an annual pay award that reflects the current outlook.
4. At the time of writing this report, the national pay negotiations for local government have not been settled for the 2022/23 financial year. The National Joint Council (NJC) original request was for a 10% award. Offers are expected to be made to the trade unions mid to late May.
5. Unison have been included in our early discussions and their request is for consideration of a 2.5% award.
6. It is expected that inflation will continue to rise due to the longer term impacts of COVID-19 and the war in Ukraine on the economy. The reported Consumer Price Index rate for January 2022 was 4.9% and February's rate will be published on 23 March 2022. It is not expected that the Government will

provide additional financial support to help alleviate the effects of rising inflation. The living wage foundation rate for 2022/23 (financial year) is £9.90, which is an increase of 40p per hour. All Council officers are paid above this rate.

7. Within this debate it should also be kept in mind the Council's future position in the employment market. Recruitment of professional staff remains challenging in some disciplines as the pool of local government professionals appears to be diminishing. In addition, the Council has proactively worked to narrow the gap between ourselves and neighbouring authorities on pay and, as these are often our main competitors, it is necessary to be conscious of their pay.
8. As part of setting the annual revenue budget for this year, Rother's pay award for 2022 was budgeted at 1% and this figure has been used in the agreed Medium-Term Financial Plan for future years. For each 1% increase in pay, based on the budgeted establishment, this would increase costs by approximately £110,000 including employee on-costs (NI, Superannuation).
9. Members are aware that the proposed spending review for local government has been further delayed and no information is currently available for the likely financial settlement for 2022/23. It is therefore sensible to agree a one-year settlement rather than a multi-year settlement.

Conclusion

10. The Council needs to determine its preferred pay award for September 2022. In the absence of the national award being agreed, there is no benchmark to use in coming to a view, save for the amounts budgeted for by other Councils. The increase in the cost of living, especially increases in utility costs and fuel, will have a significant impact on all Council staff and contractors' staff over the coming year. Members will be aware the Council's finances are such that to go beyond the budgeted 1% increase will cause further financial hardship as compensatory savings will need to be delivered.

Other Implications	Applies?	Other Implications	Applies?
Human Rights	No	Equalities and Diversity	No
Crime and Disorder	No	External Consultation	No
Environmental	No	Access to Information	No
Risk Management	No	Exempt from publication	No

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Appendices:	Appendix 1 – Proposed pay scales
Relevant Previous Minutes:	None
Background Papers:	None
Reference Documents:	None

Appendix 1

Proposed Pay Scales - 1 September 2022

PAY STEP	PAY SCALE	ANNUAL SALARY	HOURLY RATE
APP	APP	11836.00	6.13
1	S1	14307.00	7.42
2	S1	14713.00	7.63
3	S1	15266.00	7.91
4	S1	15326.00	7.94
5	S1	16237.00	8.42
6	S1	19099.00	9.90
7	S2	19099.00	9.90
8	S2	19099.00	9.90
9	S2	19195.00	9.95
10	S3	19597.00	10.16
11	S3	20015.00	10.37
12	S3	20471.00	10.61
13	S3	20957.00	10.86
14	S4	21147.00	10.96
15	S4	21920.00	11.36
16	S4	22714.00	11.77
17	S4	23531.00	12.20
18	S5	24136.00	12.51
19	S5	24848.00	12.88
20	S5	25648.00	13.29
21	S5	26473.00	13.72
22	S6	27311.00	14.16
23	S6	28238.00	14.64
24	S6	29182.00	15.13
25	LSO	31346.00	16.25
26	LSO	32357.00	16.77
27	LSO	33309.00	17.26
28	LSO	34306.00	17.78
29	LSO	35287.00	18.29
30	PO1	35901.00	18.61
31	PO1	36850.00	19.10
32	PO1	37907.00	19.65
33	PO1	39041.00	20.24
34	PO1	40313.00	20.90

35	PO2	41385.00	21.45
36	PO2	42478.00	22.02
37	PO2	43556.00	22.58
38	PO2	44674.00	23.16
39	PO2	45771.00	23.72
40	PO3	46802.00	24.26
41	PO3	47948.00	24.85
42	PO3	49048.00	25.42
43	PO3	50137.00	25.99
44	PO3	51220.00	26.55
45	MG1	52555.00	27.24
46	MG1	54496.00	28.25
47	MG1	56441.00	29.25
48	MG1	58385.00	30.26
49	MG1	60009.00	31.10
50	MG2	62215.00	32.25
51	MG2	64432.00	33.40
52	MG2	66656.00	34.55
53	MG3	68288.00	35.40
54	MG3	70821.00	36.71
55	MG3	73337.00	38.01
56	MG3	75864.00	39.32
57	MG4	75996.00	39.39
58	MG4	78817.00	40.85
59	MG4	81641.00	42.32
60	MG4	84447.00	43.77
61	MG5	93561.00	48.50
62	MG5	97030.00	50.29
63	MG5	100499.00	52.09
64	MG5	103951.00	53.88
65	MG6	117312.00	60.81
66	MG6	121183.00	62.81
67	MG6	125183.00	64.89
68	MG7	129313.00	67.03
69	MG7	133580.00	69.24
70	MG7	137714.00	71.38