

**COUNCIL MEETING      25 October 2022**

**Agenda Item 3              REVIEW OF LOCAL PAY AWARD**

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**SUPPLEMENTARY INFORMATION**

Following the discussion at the Licensing and General Purposes Committee in August and the decision to defer consideration of this matter at the full Council meeting held on 21 September, it is advised that the following revised pay offer has been made to staff side (UNISON):

1. An increase in all scales of £1,500 per annum.
2. This increase to be backdated to 1 April 2022 on base salary only (not overtime or other allowances).
3. The date of future pay awards to be moved to 1 April each year.

The above has been accepted by staff side (UNISON) subject to the following being included:

- a) Working at Home Allowance to match that awarded at Wealden District Council (WDC), i.e. a hybrid worker (spending about 40% of time in the office on an average week), of £15/month for a broadband allowance and £26/month for heating/lighting (2022/23). (£41 per month for each qualifying member of staff).

It is considered that this award would bring RDC parity with colleagues in WDC, without such an agreement the disparity between neighbouring authorities will grow, and staff will inevitably vote with their feet with the risk of RDC losing experienced and senior staff.

In addition, significant office costs have been saved by releasing the Amherst Road building, resulting in staff working from home due to insufficient office space to accommodate everyone. The rise in utility costs will result in staff sat at home in cold homes, this is unacceptable. The current pay offer is well below the rate of inflation (below 4% for some staff), other allowances have remained stagnant for many years including essential user car allowance. This will mean a significant pay cut in real terms.

- b) one extra day of annual leave for all staff grades.