

EMPLOYMENT MATTERS COMMITTEE

13 OCTOBER 2009

ANNUAL SALARY REVIEW – SERVICE MANAGERS AND ABOVE

Report from: Neil Davies, Chief Executive

Author: Tricia Palmer, Assistant Director, Organisational Services

Summary

To seek members' agreement to the review of salaries for managers at Service Manager level and above.

1. Budget and policy framework

1.1 According to the council's constitution, it is within the remit of this committee to agree the annual pay increase for employees at this level, provided it is within agreed budget levels.

2. Background

2.1 Members will be aware that the salary rates which apply to employees at Service Manager level and above are determined at local level. The special allowance is also set locally.

2.2 It was agreed that the timing of this pay award would coincide with the majority of other council employees, whose pay award is set nationally through the National Joint Council.

2.3 Previous reviews have been based on national and local economic issues and comparison with other public sector pay awards. It is proposed to use the same factors this year.

2.4 The last pay award for this group of employees was 2.45%, effective from 1 April 2008.

3. Public sector settlements

- 3.1 The Employers' Side of the NJC has made a final pay offer for 2009/10 for 1.00%. This will be paid to all Medway Council employees on the NJC salary scales in their October pay.
- 3.2 A number of pay settlements have been agreed over the last few months and details are shown at appendix one.

4. Financial implications

- 4.1 The staffing budget for 2009/2010 includes an increase of 2.0% for all staff. Should the committee agree to a pay award of 1.00% (i.e. in line with the national pay award), the cost will be contained within the budget provision. The cost of meeting this pay award will be £64,000.

5. Legal implications

- 5.1 There are no legal implications. Any award will be in line with all relevant employment legislation.

6. Risk management

- 6.1 There are no risk management implications arising from this report.

7. Recommendations

- 7.1 The Employment Matters Committee is asked to agree the pay award for the year commencing 1 April 2009, for employees at Service Manager level and above, at 1.00%.

Lead officer contact

Name : Tricia Palmer, Assistant Director, Organisational Services, Gun Wharf.
Tricia.palmer@medway.gov.uk
Telephone : 01634 332343
Email : tricia.palmer@medway.gov.uk

Background papers

None

Local Pay Settlements 2009-10

Appendix one

Council	Date	Confirmed increase
Ashford	1.6.09	1.00%
Aylsebury Valley	1.4.09	3.00%
Buckinghamshire	1.4.09	2.25%
Dover	1.7.09	0.00%
East Hampshire	1.4.09	1.50%
Elmbridge	1.4.09	3.00%
Epsom & Ewell	1.4.09	2.00%
Guildford	1.7.09	2.75%
Kent	1.4.09	1.00%
Maidstone	1.4.09	1.00%
Mole Valley	1.4.09	1.50%
Reigate & Banstead	1.4.09	2.10%
Rother	1.9.09	2.00%
Runnymede	1.7.09	0.50%
Shepway	1.4.09	2.25%
South Oxfordshire	1.4.09	4.80%
Spelthorne	1.4.09	1.75%
Surrey	1.4.09	2.75%
Surrey Heath	1.4.09	1.71%
Tandridge	1.1.09	2.72%
Test Valley	1.4.09	1.50%
Tonbridge & Malling	1.10.09	2.00%
Waverly	1.1.09	1.50%
Wealdon	1.4.09	2.00%
	Average	1.94%

(South Eastern Employers www.seemp.co.uk/index/resource/pay/localpay09-10.htm)