



EMPLOYMENT MATTERS COMMITTEE

31 JANUARY 2018

PAY NEGOTIATIONS 2018/2019

ADDENDUM REPORT

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Summary

To update the committee on two further pay claims put forward by Unison and GMB and to further advise that the TUs have asked the council to agree to a review of MedPay.

1. Background

- 1.1 In accordance with the agreed pay protocol, the TUs (Unison and GMB) met with the Chief Executive, Assistant Director – Transformation and Acting Head of HR Service on 23 January 2018.
- 1.2 At that meeting, the TUs asked the council to consider two further pay claims in addition to the three claims previously put forward. The detail of the three earlier claims is shown at 2.
- 1.3 The TUs were reminded that a 1% budget (c£829k) had been set aside for any pay increases effective from April 2018, and that would include any statutory increases to the National Living Wage and National Minimum Wage, increases negotiated nationally to cohorts of staff employed on non-MedPay terms and conditions and any increases resulting from negotiations under the Protocol.

2. The joint pay claim

- 2.1 The joint pay claim originally consisted of two elements:

Claim 1. A 5% increase on all pay points; and

Claim 2. The deletion of all pay points below the Foundation Living Wage (FLW) of £8.45.

2.2. The TU's subsequently tabled a third element to the joint pay claim:

Claim 3. To delete Range 1 from the MedPay pay ranges and move staff within Range 1 to the entry salary at Range 2.

2.3 An analysis of 2.1 and 2.2 is shown at 3.

3. Analysis of the joint pay claim

3.1 The cost analysis below reflects the effect of the 5% increase before the application of the FLW.

3.2 In relation to Claim 1, the costs to implement this equate to c£2.5M excluding on-costs.

3.3 In relation to Claim 2, the costs to implement this equates to c£122K excluding on-costs.

3.4 In relation of Claim 3, the costs to implement this equates to c£50K excluding on-costs.

4. The two new elements of the joint pay claim

Claim 4. To delete Range 1 from the MedPay pay ranges and move staff within Range 1 to the entry salary at Range 2, and then to apply a 1% increase to the remaining pay ranges.

Claim 5. To delete Range 1 from the MedPay pay ranges and move staff within Range 1 to the entry salary at Range 2 and then the remaining pay pot to be evenly distributed amongst the whole of the staffing cohort.

5. Analysis of Claim 4 and Claim 5.

5.1 In both claims, the TU's proposal removes the performance element of MedPay and applies any increase as a Cost of Living Award (COLA) only.

5.2 The cost of implementing Claim 4 would be c£557K excluding on-costs.

5.3 Due to the complexity of costing out Claim 5 and the timing of this submission in relation to the JCC and EMC meeting dates we have not been able to accurately cost the implementation before the despatch of this paper. An estimate of costs will be provided at the JCC.

6. TUs request for a joint review of MedPay.

6.1 As part of the meeting at 1.1, the TU's requested that during 2018 the council commission an independent assessment of the effectiveness of MedPay, but that in the event that the cost of appointing an external body to undertake this review could be prohibitive, that the council engage in an internal joint review with the TUs.

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