

EMPLOYMENT MATTERS COMMITTEE

2 DECEMBER 2020

PAY NEGOTIATIONS 2021/2022

Report from/author: Samantha Beck-Farley, Head of Human Resources

Summary

To present Members with a report on the progress of the pay negotiations for the financial year 2021/2022. To note the pay claim from the Trade Unions is delayed by one month, under exceptional circumstances of the pandemic and therefore will be presented at the January meeting.

1. Budget and policy framework

- 1.1 The 2021/2022 pay negotiations are a matter for this Committee
- 1.2 This report covers the progress on the annual pay negotiations with the Trade Unions (TU) for the financial year 2021/2022.

2. Background

- 2.1 This Committee considers all pay negotiations with the Trade Unions.
- 2.2 The Council came out of the national agreement in April 2013 and this is the sixth year of formal negotiations on pay awards with the TU.
- 2.2 The procedure for pay negotiations was agreed by the TU and this Committee in February 2013 and is set out in the attached Protocol for annual local pay and conditions negotiations document (Appendix 1). The Council will continue to follow this procedure in its discussion with the TU.

3. Pay Negotiations Protocol 2021/2022

3.1 Progress to date:

Action 1: Completed - The Head of HR Services met with the TU on 27th October 2020. At this meeting, the Head of Finance Strategy gave the TU an overview of the Council's medium term financial strategy, and informed them that in line with previous years, the MTFs assumed a 1% increase to staff pay effective from April

2021 with a reminder that in addition to any increase resulting from negotiations under the Pay Protocol, that this budget also includes any statutory increases to the National Living Wage and National Minimum Wage, as well as increases negotiated nationally to cohorts of staff employed on non-MedPay terms and conditions.

Action 2: Completed – The Head of HR Services, invited the TU'(Unison and GMB) to submit their joint pay claim as always agreed, by no later than 31st October 2020.

Action 3: - The joint pay claim was not received. An update from Unison asked for an extension to the 30th November 2020. Given the impact this year of the pandemic it would seem appropriate to grant the extension.

Action 4: Due to be completed after the pay claim - A meeting with the Chief Executive, Head of HR Services and representatives from Unison will be held to discuss the pay claim once it is submitted. Expected to be December 2020.

Action 5: Meetings of the Joint Consultative Committee and Employment Matters Committee are scheduled for 2nd December 2020, the pay claim will not be discussed at this meeting, it is proposed it is discussed at the January meeting.

Action 6 a), b), c): Meetings of the Joint Consultative Committee and Employment Matters Committee are scheduled for 26th January 2021.

Action 7: A meeting of Full Council is scheduled for 18th February 2021.

4. Risk management

Risk	Description	Action to avoid or mitigate risk	Risk rating
Loss of staffing Employee engagement - moral and satisfaction	The risks arising from this report relate to the morale and satisfaction of employees. In these times of austerity it is extremely difficult for the council to allocate significant funds to pay rises. However, we wish to remain a good employer and ensure that employees are committed to the	Medpay Review commissioned Benefits to employees, non-salary related	D3

	<p>council and continue to enjoy working here. However, the procedural or legal risks will be minimised as all decisions will be made in accordance with the council's processes and protocol for managing the annual local pay and conditions negotiations</p>		
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5. Financial implications

5.1 The financial implications of applying a 1% increase to the salary bill has been noted in the Medium Term Financial Strategy.

6. Legal implications

6.1 It is important that negotiations and decision-making relating to these negotiations follow the Council's processes to minimise the risks of any legal challenges.

7. Recommendation

7.1 That Members note this report and the delay of the Trade Union pay claim, and agree to discuss this in January.

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Appendices

Appendix A – Pay protocol

Background papers

None