

OFFICER DELEGATED DECISION NOTIFICATION

Subject:	<p>Pay Award 2021/22</p> <p>Council agreed in February 2021 to allocate £903,914 for pay awards and also approved a one-off sum of £450,000, to be funded from reserves.</p> <p>Council also delegated the authority to agree how the 2021/22 pay award should be allocated to the Head of Paid Service.</p>
Decision:	<p>a) To agree a 1% pay rise to all Medway Council staff, including any employee currently at the top of their pay scale, which will be in addition to any other enhancements received through National Minimum Wages and National Living Wage increases.</p> <p>b) To agree that the additional funds set aside by Council as a one-off sum be divided equally, on a pro-rata basis, between all employees, except for members of the Corporate Management Team and anyone subject to official performance management.</p>
Type of Decision:	<p>Decision Delegated by Council</p> <p>Meeting Date 18 February 2021 Minute Number 749</p>
Name and title of decision taker:	Neil Davies, Chief Executive and Head of Paid Service
Reasons for Decision	<p>Although central government has set out a public sector pay freeze due to the financial pressures the pandemic has caused, the Council has decided to allocate some of the 2021/22 budget to provide all Medway Council staff with a 1% pay increase.</p> <p>To reward staff for their efforts during the Covid-19 pandemic, the additional £450,000 set aside to say 'thank you', shall be allocated in the form of an equal payment made to all staff, regardless of grade, but will be pro rata on hours with the exception for members of the Corporate Management Team and any individual undergoing official performance management.</p>
Date of Decision:	<i>21 April 2021</i>

Details of any other options considered and rejected	None
Director:	Neil Davies, Chief Executive
Lead Officer:	Sam Beck-Farley, Head of Human Resources
Conflicts of Interest:	None

Background Papers

Report to 18 February 2021 Council

<https://democracy.medway.gov.uk/mgconvert2pdf.aspx?id=56987>