

Report to: Governance Committee
Date of meeting: 3 June 2016
By: Chief Operating Officer
Title: Local Managers' Pay (LMG) 2016/17
Purpose: To agree a pay proposal for LMG Managers in 2016/17 for negotiation with Unison

RECOMMENDATIONS

The Governance Committee is recommended to determine the pay offer for LMG Managers to be negotiated with Unison for 2016/17 as being equivalent to the National pay offer of 1%.

1 Background

1.1 At its meeting on 26 January 2016 the Committee received a report with regards to the pay offer to be made to LMG Managers for 2016/17.

1.2 At that time, the national NJC pay award had not been agreed and the Committee's decision therefore was to defer consideration of the pay offer until the level of the national pay award was known and for this to be on the basis that no obligation was given to accepting parity with the national award.

2 Supporting information

Pay Negotiations 2016/17

2.1 National negotiations on the NJC local government services pay award have now concluded and an agreement reached.

2.2 The award covers the two year period from 1 April 2016 until 31 March 2018 and essentially provides for a 1% increase each year. Higher increases are made at the bottom end of the pay spine to meet the requirements of the new National Living Wage.

Market Position

2.3 The previous report provided high level benchmarking data in relation to the key LMG grades and a copy is attached for reference at Appendix 1. Whilst it is difficult to ensure that we are comparing on a 'like for like' basis given the very different organisational structures operating across Councils, this demonstrates that the LMG grades are broadly in line with our neighbours. Pay offers in other Councils are currently being determined but our understanding is that most are expecting to be in line with the national position.

Financial Implications

2.3 The LMG pay bill is approximately £29.8m per annum including on-costs. A 1% increase would cost approximately £298k including on-costs. Revenue budgets for 2016/17 have been prepared with provision for a pay award of 1%, in line with the Government's pay policy for the public sector.

2.4 Attached at Appendix 2 is a copy of the current LMG salary scales along with the impact of a 1% uplift.

3. Recommendations

3.1 The Governance Committee is recommended to determine the pay offer for LMG Managers to be negotiated with Unison for 2016/17 as being equivalent to the National pay offer of 1%.

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