

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

25TH JUNE 2018

REPORT OF THE HEAD OF HUMAN RESOURCES – S.REES

Matter for Information

WARD(S) AFFECTED: All

Pay updates

1. Purpose of Report

The purpose of this report is to update Members in relation to national pay negotiations.

2. Background information

Members were provided with information at the last meeting in relation to the pay agreement reached at a national level in respect of Local Government Services “Green Book” employees. The pay agreement is for two years, and includes a minimum pay increase of 2% to apply from April 2018 and April 2019, with a new pay spine to be implemented with effect from 1st April 2019.

3. Chief Executives’ Pay Agreement 2018 - 2020

The JNC for Chief Executives of Local Authorities have confirmed that agreement has now been reached on pay awards applicable in 2018 and 2019. A pay increase of 2% will apply from 1st April 2018 and 1st April 2019. This agreement covers the period from 1st April 2018 to 31st March 2020.

Members are asked to note that the Chief Executive has declined the pay award applicable from 1st April 2018.

4. Chief Officer Pay 2018 - 2020

For clarity, in this Council, Chief Officer pay and terms and conditions of service, relate to Corporate Directors and Heads of Service.

The National Employers for local government services have confirmed the pay offer for the period 2018 – 2020, in a letter to the trade unions dated 8th June 2018. The pay offer, described as the ‘final pay offer’ is for 2% on basic salary to apply from 1st April 2018 and 2% on basic salary to apply from 1st April 2019. In addition there is an offer to open discussions in relation to a trade union request to “cooperate on a joint survey on the levels of stress, workload pressures and unpaid overtime being experienced by Chief Officers”.

The response to this offer is awaited, and an update will be provided at committee.

5. Consultation

There is no requirement under the Constitution for external consultation on this item.

6. Equality Impact Assessment

There are no equality impacts associated with this report.

7. Recommendation

That Members note the information provided in relation to pay.

FOR INFORMATION

8. Officer contact

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