



THE LONDON BOROUGH
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DATE: 29 November 2022

To: Members of the
LOCAL JOINT CONSULTATIVE COMMITTEE

Employer's Side

Councillor Michael Tickner (Chairman)
Councillor Jessica Arnold
Councillor David Cartwright QFSM
Councillor Simon Fawthrop
Councillor Andrew Lee
Councillor Colin Smith
Councillor Pauline Tunnicliffe
Councillor Thomas Turrell
Councillor Rebecca Wiffen

Staff Side and Departmental Representatives

Gill Slater (Vice-Chairman)
Alice Atabong, (Education, Care and Health Services:Housing)
Claire Brew, ECS
Thomas Carver, (ECHS-Children's Social Care)
Ing Freeburne, Education, Care and Health Services (Adult Social Care)
Beverley Kadyamadare, (ECS)
Billy McIver, (Education, Care and Health Services: Adult Social Care)
Josie Meade, (ECHS)
Nicola Musto, (Environment and Community Services)
Emerentiana Nyame, (ECS)
Beverley Pharo, (Environment & Community Services)
Matthew Smallwood-Conway, (Environment and Community Services: Leisure and Culture)
Louise Sylver, (Environment & Public Protection)
Sara Wright, Children Looked After & Leaving Care

A meeting of the Local Joint Consultative Committee will be held at Bromley Civic Centre on **WEDNESDAY 7 DECEMBER 2022 AT 7.30 PM**

Rooms have been reserved for Members and the Staff Side to meet separately at 7pm before the meeting commences at 7.30pm. The Director of HR will be available from 7.00pm to brief Members.

TASNIM SHAWKAT
Director of Corporate Services & Governance

A G E N D A

1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

2 DECLARATIONS OF INTEREST

To record any declarations of interest from Members present.

3 MINUTES FROM THE PREVIOUS MEETING OF LOCAL JOINT CONSULTATIVE COMMITTEE HELD ON 12TH OCTOBER 2022 (Pages 3 - 10)

4 MATTERS OUTSTANDING (Pages 11 - 14)

5 PAY AWARD 2022/23 (Pages 15 - 22)

The Staff Side have requested that the Pay Award for 2022/23 be discussed as a matter of urgency.

6 UPDATE ON THE ACCOMMODATION STRATEGY

An update on the Accommodation Strategy will be provided by the Director for Environment and Public Protection.

7 PENSIONS/LCIV UPDATE

8 RESULTS OF THE STAFF SURVEY

A presentation will be given concerning the Results of the Staff Survey.

9 LOCAL GOVERNMENT FINANCE SETTLEMENT

The Committee will be updated concerning the latest position regarding the Local Government Finance Settlement.

10 MEETING START TIMES

The Committee will discuss the start times for meetings going forward.

11 DATE OF NEXT MEETING

The Committee will meet next on 19th April 2023.

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LOCAL JOINT CONSULTATIVE COMMITTEE

Minutes of the meeting held at 6.30pm on 12 October 2022

Present:

Employer's Side

Councillor Michael Tickner (Chairman)
Councillor Simon Fawthrop
Councillor Colin Smith (Leader)
Councillor Thomas Turrell
Councillor Nicholas Bennett MA J.P.
Councillor Chris Price

Staff Side and Departmental Representatives

Gill Slater ((Vice-Chairman and Unite Representative)
Thomas Carver, (ECHS-Children's Social Care)
Sara Wright, Children Looked After & Leaving Care (Unison Representative)

15 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

Apologies were received from Councillor David Cartwright, Peter Turner, Charles Obazuaye and Emma Downie. Antoinette Thorne acted as substitute for Charles and Emma, representing the Human Resources Department.

Apologies were received from Councillor Andrew Lee and Councillor Nicholas Bennett acted as substitute.

Apologies were received from Councillor Jessica Arnold and Councillor Chris Price attended as substitute.

Apologies were received from Councillor Rebecca Wiffen and Councillor Pauline Tunnicliffe.

From the Departmental Representatives, apologies were received from Billy McIver and Louise Sylver.

16 DECLARATIONS OF INTEREST

Councillor Simon Fawthrop declared an interest as his wife was line managed by the Assistant Director of HR.

17 MINUTES FROM THE PREVIOUS MEETING OF LOCAL JOINT CONSULTATIVE COMMITTEE HELD ON 24th FEBRUARY 2021

The Chairman was not present at the previous meeting of the LJCC that took place on the 24th of February 2021. He therefore asked the Vice Chairman and Councillor Bennett if they would be able to agree the minutes and they responded in the affirmative.

RESOLVED that the minutes of the LJCC that met on the 24th of February 2021 be agreed and signed as a correct record.

18 THE COUNCIL'S RESPONSE TO THE COST OF LIVING CRISIS

The Vice Chairman asked how and in what time frame did the Council propose to respond to the impact of the cost of living crisis on staff in light of the LBB April pay award of 2.25%, which was (in her view) effectively a very significant pay cut with the RPI now currently climbing to 11.8% and the CPI to 9.4% in July. Other factors which were also impacting on the financial security of staff included October's energy price increases which had yet to take effect on heating bills, with the consequential effect of increasing the price of retail goods and services that staff were dependent upon.

The Vice Chairman stated that whilst capped, the new energy cap was still 27% above the summer 2022 cap. In addition, there was the increased cost of borrowing predicted recently.

When the pay award was considered, the CPI was 5.4%--this was noted in a report to the GP&L Committee in February 2022. She said that in August 2022 the data was worse: RPI – 12.3% : CPI – 9.9%. The Vice Chairman referred to the current economic climate and its impact on staff because of the current market uncertainty and the rise in interest rates.

She outlined the following impact on staff:

All Staff:

- Heating: energy costs were rising despite central government intervention
- Food: prices were rising at their fastest rate for 40 years
- Cost of fuel – (car mileage allowance)
- Mortgages / rental costs
- Debt (Loans & credit cards)
- Possible impact on pensions--although it was recognised that LBB had a good track record.

Impact on lowest paid

The 2.25% pay award this April brought the lowest hourly rate (BR3 spinal point 8) within the London Living Wage (LLW) by a penny (then £11.05 /hr), but...

- The LLW was an independent calculation based on what people needed to live on); the annual review reflecting the cost of living crisis was revised last month to £11.95 per hour.
- Now BR3, BR4 and up to spinal point 14 in BR5 fell below the London Living Wage.

- The lower paid spent a greater proportion of their income on basics (shelter, heating & food). The rate of grocery inflation rose to 13.9% last month--its highest level since records began in 2008 (Financial Times).

The Vice Chairman suggested that there would also be impacts upon the Council in terms of the effect on recruitment, retention and staff morale. It was important that in times when it was difficult to recruit staff, that the Council had a good staff retention rate.

The Assistant Director of HR (Human Resources) responded and said that the Council realised and appreciated the difficulties that existed now and that may also develop in the future. She explained that this was an issue that was being looked at nationally. The Council was monitoring the national discussions that were taking place and was waiting to see what the outcome of these discussions would be. One of the unions had accepted a national increase. The Council was also reassessing the 'Real Benefits' programme in an attempt to get more retailers and supermarkets involved. It was noted that the rates of car allowance were set by HMRC and the Council were in ongoing discussions with HMRC concerning this. If the rate went higher it would have a tax impact for staff.

The Assistant Director for HR informed the Committee that a seminar for staff was planned for the end of November which was designed to help staff with budgeting and financial management. This had been agreed after one of the 'Ask the Chief Executive' sessions. The Vice Chairman highlighted the pay scales for LBB in 2022 and illustrated the spinal points which now fell below the LLW, pointing out that the lowest pay scale in Bromley now fell in the order of £1,700 a year below the LLW.

It had to be borne in mind that in addition to the severe financial impact staff were facing, there was the additional issue of staff's mental health and well-being. The Leader said that the Council did not recognise and would not be committing to the LLW as a basis for pay consideration. The next pay review was a matter that would be discussed with staff representatives in about a week or so. The date of the meeting would need to be clarified. The Vice Chairman advised that there was a formal pay consultation process between HR and the Trades Unions.

A Member commented that inflation also affected Council finances and contracts. He advised that when the Council made decisions on pay, they relied on the advice of experts and that for next year's pay award we would have to see what grant was received from Government. He also wondered if a two year pay award should be negotiated next time. The Chairman was not keen on the idea of a two year pay deal. He felt it would not take into account inflationary spikes and would be too rigid.

Thomas Carver highlighted the current financial difficulties that staff were already facing and suggested that the negotiations with HMRC with respect to the mileage allowance may need to be escalated. He also said that he did not

require debt management advice but rather more money for his rent. The Leader said that he was very happy to offer his support regarding the fuel allowances.

The Assistant Director for HR said that the debt management seminar had been requested by staff and that Emma Downie was escalating matters with HMRC. Mr Carver suggested that the matter may need to be escalated by the Director for HR or the Chief Executive.

The Vice Chairman commented that although Councils would be affected by inflationary pressures, they would still be required to pay the finally agreed pay award. If LBB paid below whatever was agreed nationally, the Council would be saving money at the expense of staff; they should therefore commit to meeting whatever was agreed nationally.

The Chairman commented that until this year the Council's pay award had matched or exceeded the eventual national pay settlement. The next pay settlement would have to take into account inflation that had occurred since April 2022 as well as what would be provided by the Revenue Support Settlement from central government which was due to be reported upon in December.

RESOLVED that the update regarding the Council's response to the cost of living crisis be noted.

19 UPDATE ON THE ACCOMMODATION STRATEGY

The Staff Side asked for the following matter to be discussed:

The Staff Side request an update on the Council's Accommodation Strategy and its implications for staff. Until it is understood what the Accommodation Strategy looks like, it won't be clear what the implications might be for staff and how this will affect staff working conditions whilst in the office or at home. For example, whilst COVID led to a particular way of working there will be costs for staff associated with a more formal hybrid way of working--not least heating costs over the winter.

The Assistant Director for HR explained that not much information could be shared at the meeting as everything was under review and matters were commercially sensitive. It was anticipated that information regarding the Accommodation Strategy would be available around the end of November. The Leader said it was anticipated that a report on the Accommodation Strategy would go to the meeting of the Executive in November.

Sara Wright asked if there would be any consultation on the matter. The Chairman responded and said it would be a matter for the Members to decide. Thomas Carver asked if there would be scope for a different procedure and Councillor Chris Price was keen that the opinion of staff should be sought and he asked for staff to be involved in a consultation process before Members took matters further and made decisions. The Chairman said that it would be

good for the matter to be on the next LJCC agenda which would be a week after the relevant Executive meeting. It was also the case that the matter would be discussed at Full Council.

The Leader said that the Accommodation Strategy did not need to go for consultation and that staff were likely to be very encouraged by what would be proposed. He said that what was likely to be proposed in the Strategy would provide greater choice and flexibility for staff in terms of their working arrangements than was currently the case. Mr Carver responded and said that this was good news but nevertheless he felt that some form of staff engagement was important. The Leader responded and said that staff would be able to comment when the Executive agenda was published.

A Member mentioned that prior to going to the Executive, and Full Council, the Accommodation Strategy report would be scrutinised by the Executive, Resources and Contracts PDS Committee and there was also a possibility that the matter may additionally go to the Renewal, Recreation and Housing Committee. Staff would be very welcome to come along to these scrutiny committees and ask questions. There would also be a meeting with the Departmental Representatives. It was also important to note that Members had to make a decision and this decision would be in the interests not only of staff but of local residents. The Leader was hopeful that by the time the report came to the PDS committees, the details would be in a Part 1 (public) report. A Member briefed the Committee saying that if it was the case that any information was still in a Part 2 (confidential) report, then staff would still be able to access this as they worked for the Council.

The Vice Chairman responded by saying that the mobilisation of staff to attend committee meetings once proposals had been finally drafted was not an ideal way to engage with staff and that staff should be consulted upon as soon as possible.

RESOLVED that the update on the Accommodation Strategy be noted and that a further update on the Accommodation Strategy be added as an item to the next LJCC agenda.

20 PENSION FUND UPDATE

The Chairman had requested an update on the solvency of the pension fund as he was aware that because of the current economic climate (with spikes in inflation and gilts and bonds having issues), it was important to discuss the solvency of the fund. The Senior Accountant (Pension Fund) was in attendance to provide advice as required and assured that the LBB Pension Fund was in a good place and was one of the better performing funds.

Councillor Simon Fawthrop (who sat on the Pension Committee) provided an update regarding the CIV (Collective Investment Vehicle).

Web link: <https://londonciv.org.uk/>

Councillor Fawthrop expressed the view that the London Collective Investment Vehicle was not one of the best. He said that the Council had put £700,000 into the CIV and had got nothing in return. He said that the LCIV had trade union representation on the management board but apparently had not queried why the CIV was not performing well. He therefore asked the trade union representatives attending the LJCC meeting if they could ask their representatives on the London CIV to look at this.

In terms of the Bromley Pension Fund he said that Councillors acted as 'Trustees' and tried to maximise returns for pensioners. Every three years there was a tri annual review of the pension fund and one was due in November. The review was undertaken by an actuary and looked at the investment strategies of the fund and how it could be shaped for the future. The aim of the Pension Committee was to avoid any future financial 'black holes' and to make sure that pensions were protected.

The Chairman asked if the £700,000 was a management fee or if it was an investment that had been wasted in some way. It was noted that the £700,000 was made up of annual membership fees and purchased share capital. It was explained that the Council had not invested money in the schemes themselves because if they had done so, the Council would not be able to determine how the funds should be invested and would probably have lost money.

The Chairman asked if there was anything that the Staff Side could do in view of the fact that there was trade union representation on the CIV Management Board. The Vice Chairman responded by saying that the Staff Side union representatives did not have the relevant knowledge and expertise to comment on the matter. However, Sara Wright offered to raise this issue with the Unison Branch Secretary to escalate it and get more information and feedback for the next LJCC meeting.

Councillor Simon Fawthrop informed the Committee that the London CIV had a shareholders committee and there was union representation on that. He said he would have expected them to feedback to the union branches. He said that there was a union representative on the Pensions Board and it used to be the case that the trade union sent representatives to the Council's Pensions Committee. It was important that they took an interest in these things as pensions was a big part of the remuneration package for Council employees. The Chairman asked the Senior Accountant (Pension Fund) to supply Sara Wright with some information and the make-up of the London CIV which may help with her inquiries. The Chairman also said that the matter should be an item on the agenda of the next meeting of the LJCC.

The Vice Chairman asked if members of the pension fund were protected from stranded assets. The Senior Accountant (Pension Fund) answered and said it was true, as reported in the press, that some funds were struggling and had lost money, largely because they had invested in liability driven investments. He said that the 2019 valuation of the Bromley Pension Fund

indicated that it was 110% funded which meant there were more assets than required to meet the liabilities of the fund.

Councillor Fawthrop stated that the Bromley Pensions Committee had much foresight and a long term vision. In 37 years' time there was a massive asset that they could call on if required. Thomas Carver said that some members of staff had opted to withdraw from contributing to the pension scheme as they needed the money to pay bills.

RESOLVED that the Pension Fund Update be noted and that a further update regarding the LCIV be brought to the next LJCC meeting.

21 THE NEXT MEETING

The date of the next meeting was confirmed as the 7th of December. The Chairman requested that, in view of the poor attendance, the times of the meeting be changed. He suggested that the pre-meetings should commence at 7:00 pm, with the main meeting commencing at 7:30 pm, a timing used successfully by the Development Control Committee.

The matter of AOB was raised and it was noted that this was not normally an item that was on any Council agendas, as officers needed notice of issues to be raised. However the Chairman allowed Councillor Price to ask about the Staff Survey, as this was in the minutes of the previous meeting. Thomas Carver informed the Committee that there was going to be a meeting the following Monday for the findings of this year's Staff Survey to be fed back to staff. This would be reported to committees in due course. The Leader asked if someone could inform him of the date that Councillors were due to meet with the Departmental Representatives

The following items were suggested for the next meeting:

1. An update on the Accommodation Strategy
2. An update on Pensions and the CIV
3. An update on the Staff Survey
4. An update on the block grant from central government.

In conclusion, the Leader informed the Committee that at the recent meeting of Full Council there had been cross party agreement that the Council was not in a position to bear the burden of any more cutbacks from central government and that the Council would not be able to deal with additional responsibilities without sufficient funding. The Staff Side completely agreed that Local Authorities must be appropriately funded by Central Government.

Chairman

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Report No.
CSD21148

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: Local Joint Consultative Committee

Date: 7th December 2022

Decision Type: Non-Urgent Non-Executive Non-Key

Title: **MATTERS ARISING FROM THE PREVIOUS MEETING**

Contact Officer: Steve Wood, Democratic Services Officer
Tel: 020 8313 4316 E-mail: stephen.wood@bromley.gov.uk

Chief Officer: Tasnim Shawkat, Director of Corporate Services

Ward: N/A

1. Reason for report

1.1 **Appendix A** updates Members on matters arising from previous meetings.

2. RECOMMENDATION

2.1 The Committee is asked to review progress on matters arising from previous meetings.

Background Documents: (Access via Contact Officer)	Minutes of the meeting from 12 th October 2022
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Corporate Policy

1. Policy Status: Existing Policy
 2. BBB Priority: Excellent Council
-

Financial

1. Cost of proposal: No Cost
 2. Ongoing costs: Not Applicable
 3. Budget head/performance centre: Democratic Services
 4. Total current budget for this head: £366k
 5. Source of funding: 2022/2023 revenue budget
-

Staff

1. Number of staff: 6fte
 2. If from existing staff resources, number of staff hours: Completion of "Matters Arising" Reports for PP&S PDS meetings can take up to a few hours per meeting.
-

Legal

1. Legal Requirement: None
 2. Call-in: Not Applicable: Non-Executive reports are not subject to call-in.
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): This report is intended primarily for Members of the Local Joint Consultative Committee
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Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: N/A

<u>Minute Number/Title</u>	<u>Matters Arising</u>	<u>Update</u>
<p>Minute 21 12th October 2022</p> <p>The Next Meeting.</p>	<p>It was agreed that the following items be discussed at the next meeting:</p> <p>An update on the Accommodation Strategy</p> <p>An update on Pensions and the CIV</p> <p>An update on the Staff Survey</p> <p>An update on the block grant from central government.</p>	<p>These items have all been added to the agenda for 7th December .</p>

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LJCC 7th December 2022 – Staff Side Pay Award 2022/23 Question and Background

Question

As staff face the financial pressures of the cost of living crisis will LBB show their support for staff by effectively addressing the acknowledged insufficient 2022/23 pay award, by presenting an improved award which ensures all staff receive the London Living Wage and that LBB staff are no worse off than other Outer London Local Authority employees now in receipt of the National award?

Background

Last year the Joint Unions Pay Claim was submitted by Unison, GMB and UNITE, with a headline demand of a 10% across the board uplift.

In April LBB implemented a 2.25% pay award, however, by this time inflation had begun to rise dramatically and has continued to soar, now at over 11%. The National offer now being implemented, involves an across the board payment of £2,229 for Outer London (£1,925 Nationally).

Unite has raised the inadequacy of the pay award and the serious impact on staff to management on various occasions, including in the discussion of the 'Cost of Living Crisis' at the last LJCC.

The Staff Side is pleased that members acknowledge that the original offer is insufficient. However, Unite and fellow unions, Unison and GMB, responded unanimously to the Chief Executive and Head of HR that the offer proposed in November of 'at least 1.79%' top up will not resolve the issue.

It is understood that the suggested 1.79% may not be applied until April 2023 (in addition to but separate from the 23/24 settlement) and may not be backdated.

This leaves all staff receiving no more than the original 2.25% for 2022/23 and spinal points 9 – 15 below the London Living Wage through the winter and cost of living crisis. The potential for increasing personal debt, associated stress and health impacts, will be very significant.

The attached appendices are provided to indicate how the 2022/23 award (2.25%) is reflected in the pay grades and how those figures might be affected by a notional increase of 1.79% (not payable 2022/23).

Appendix 1 BR Pay Grades

- the lowest 10 BR grades (spinal points 9-16) would, had they received the National award, received a rise in excess of 10% decreasing to a rise of 4.5% for the highest BR grade 14 (Spinal point 48).
- the lowest BR grade (spinal point 9) is £1,772 worse off working for LBB than other London Boroughs implementing the National award.
- Whilst the degree of disadvantage lessens through the BR grades even the highest BR spinal point 48 is still £1,122 worse off.

- All BR grades would, had they received the National award, received a larger pay increase / higher % rise than the 2.25% LBB award.
- All BR grades would, had they received the National award, received a larger pay increase / higher % rise even with the suggested additional 1.79% (not applicable in 2022/23), offered to produce 4.04%, a figure which is erroneously referred to as the 'average' award within the NJC claim, when it is merely the increase to allowances. There is no 'average' award calculated within the GLPC's own circular.

Appendix 2 Increasing Pay Inequality - Chief Executive and Directors Pay

- The flat sum National award of £2,229 gives a lower % increase to higher grades
- The LBB 2.25% award skews the spend of the pay budget to rewards higher grades, all of which exceed £2,229 to varying degrees. The highest grade already exceeding the National Award by over £3,000

Appendix 3 – London Living Wage

- Grades 9-14 are all below the hourly London Living Wage
- As Appendix 1 indicates these LBB grades are now between £1,743 and £1,772, worse off than their Outer London equivalents receiving the National Award.

N.B. The data contained is believed to be accurate and was provided to HR 24th Nov. The 2021 and 2022 BR grades are taken from the Council's HR pages as is the 2022 top grades, although the 2021 was not available and has been reverse engineered to give an assumed April 2021 pay for the top grades (referred to in the table as 'assumed').

		2021/22 Pay	National Award (£2,229)		LBB 2.25% award (paid from April 2022)			Suggested 1.79% not payable 2022/23 (total 4.04% from April 2023)		
			Pay assuming National award	National award as a % increase	2022/23 Pay	Amount of Increase	Shortfall against National (£2,229)	Notional 2022/23 Pay (were 1.79% to be paid)	Notional Additional Increase	Notional Shortfall of 4.04% against National
Grade	spinal pt	Annual (£)	Annual (£)	%	Annual (£)	Annual (£)	Annual (£)	Annual (£)	Annual (£)	Annual (£)
BR3	9	20297	22526	10.98	20754	457	1772	21117	363	1409
	10	20643	22872	10.80	21107	464	1765	21477	370	1395
	11	20875	23104	10.68	21344	469	1760	21718	374	1386
BR4	11	20875	23104	10.68	21344	469	1760	21718	374	1386
	12	21087	23316	10.57	21562	475	1754	21939	377	1377
BR5	13	21237	23466	10.50	21715	478	1751	22095	380	1371
	13	21237	23466	10.50	21715	478	1751	22095	380	1371
	14	21586	23815	10.33	22072	486	1743	22458	386	1357
	15	21973	24202	10.14	22467	494	1735	22861	394	1341
BR6	16	22059	24288	10.10	22556	497	1732	22950	394	1338
	17	22525	24754	9.90	23032	507	1722	23435	403	1319
	17	22525	24754	9.90	23032	507	1722	23435	403	1319
	18	22718	24947	9.81	23230	512	1717	23636	406	1311
	19	23260	25489	9.58	23783	523	1706	24200	417	1289
	20	24029	26258	9.28	24569	540	1689	25000	431	1258
BR7	21	24705	26934	9.02	25261	556	1673	25703	442	1231
	22	25170	27399	8.86	25737	567	1662	26187	450	1212
	23	25600	27829	8.71	26176	576	1653	26634	458	1195
BR8	24	26365	28594	8.45	26958	593	1636	27430	472	1164
	25	27149	29378	8.21	27760	611	1618	28246	486	1132
	26	27956	30185	7.97	28586	630	1599	29085	499	1100
	27	28820	31049	7.73	29469	649	1580	29984	515	1065
	28	29687	31916	7.51	30355	668	1561	30886	531	1030

		2021/22 Pay	National Award (£2,229)		LBB 2.25% award (paid from April 2022)			Suggested 1.79% not payable 2022/23 (total 4.04% from April 2023)		
			Pay assuming National award	National award as a % increase	2022/23 Pay	Amount of Increase	Shortfall against National (£2,229)	Notional 2022/23 Pay (were 1.79% to be paid)	Notional Additional Increase	Notional Shortfall of 4.04% against National
Grade	spinal pt	Annual (£)	Annual (£)	%	Annual (£)	Annual (£)	Annual (£)	Annual (£)	Annual (£)	Annual (£)
BR9	29	30788	33017	7.24	31480	692	1537	32032	552	985
	30	31749	33978	7.02	32464	715	1514	33032	568	946
	31	32453	34682	6.87	33184	731	1498	33764	580	918
BR10	32	33341	35570	6.69	34091	750	1479	34688	597	882
BR10/11	33	34270	36499	6.50	35041	771	1458	35655	614	844
BR10/11	34	35185	37414	6.34	35976	791	1438	36606	630	808
BR11/BR12	35	35872	38101	6.21	36679	807	1422	37321	642	780
BR11/BR12	36	36771	39000	6.06	37599	828	1401	38257	658	743
BR12	37	37746	39975	5.91	38595	849	1380	39271	676	704
BR13	38	38794	41023	5.75	39667	873	1356	40361	694	662
	39	39987	42216	5.57	40887	900	1329	41602	715	614
	40	41001	43230	5.44	41924	923	1306	42657	733	573
BR13/14	41	42029	44258	5.30	42974	945	1284	43727	753	531
BR14	42	43042	45271	5.18	44011	969	1260	44781	770	490
	43	44069	46298	5.06	45061	992	1237	45849	788	449
	44	45100	47329	4.94	46115	1015	1214	46922	807	407
	45	46062	48291	4.84	47098	1036	1193	47923	825	368
	46	47128	49357	4.73	48188	1060	1169	49032	844	325
	47	48169	50398	4.63	49253	1084	1145	50115	862	283
	48	49199	51428	4.53	50306	1107	1122	51187	881	241

Appendix 2

	2021/22 Pay	National Award (£2,229)			LBB 2.25% award (paid from April 2022)			Suggested 1.79% not payable 2022/23 (total 4.04% from April 2023)		
	Assumed 2021 - no details online (2.25% less than April 2022)	Assumed 2021 pay with National award	National award as a % increase of assumed pay		2022/23 Pay	2.25% pay award	Pay beyond National Award (£2,229)	Notional 2022/23 Pay (were 1.79% to be paid)	Notional Additional Increase	Notional Pay beyond Award (£2,229)
Chief Executive	Annual (£)	Annual (£)	%		Annual (£)	Annual (£)	Annual (£)	Annual (£)	Annual (£)	Annual (£)
Minimum £	157535	159764	1.41		161080	3545	1316	163900	6364	4135
Lower Quartile £	177222	179451	1.26		181209	3987	1758	184381	7160	4931
Mid-Point £	196911	199140	1.13		201341	4430	2201	204866	7955	5726
Upper Quartile £	216603	218832	1.03		221477	4874	2645	225354	8751	6522
Maximum £	236296	238525	0.94		241613	5317	3088	245843	9546	7317
Directors										
Minimum £	107018	109247	2.08		109426	2408	179	111342	4324	2095
Lower Quartile £	120397	122626	1.85		123106	2709	480	125261	4864	2635
Mid-Point £	133770	135999	1.67		136780	3010	781	139174	5404	3175
Upper Quartile £	147149	149378	1.51		150460	3311	1386	153094	5945	3716
Maximum £	160515	162744	1.39		164127	3612	1687	167000	6485	4256

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Appendix 3

		Pay Award 2022/23 (2.25%)	Shortfall from London Living Wage (£11.95/ hr)
Grade	spinal pt	hourly (£)	hourly (£)
BR3	9	11.06	-0.89
	10	11.25	-0.7
	11	11.37	-0.58
BR4	11	11.37	-0.58
	12	11.49	-0.46
	13	11.57	-0.38
BR5	13	11.57	-0.38
	14	11.76	-0.19
	15	11.97	0.02
	16	12.02	0.07
	17	12.27	0.32

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