

Decision Maker: COUNCIL

Date: Monday 22 February 2016

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

Title: 2016/17 PAY AWARD

Contact Officer: Graham Walton, Democratic Services Manager
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Chief Officer: Mark Bowen, Director of Corporate Services

Ward: N/A

1. Reason for report

- 1.1 At its meeting on 10th February 2016 the General Purposes and Licensing Committee considered the attached report on the annual pay review for 2016/17 and considered recommendations from the Trade Unions. The Committee decided to support the recommendation of a flat 1.2% increase for all staff (excluding teachers who are covered by a separate statutory pay negotiating process) and reject the claim of the Trade Unions, noting that the increase would be higher than the proposed average settlement negotiated at national level and that Bromley staff would receive the pay increase in time for the April payroll run. The Committee did accept a recommendation that the Council participates in the national joint review of term time working of school staff for those schools where the local authority has statutory employment responsibilities. However, the Council would not be bound by the outcome of this review.

2. **RECOMMENDATIONS**

Council is recommended by General Purposes and Licensing Committee to –

(1) approve a flat 1.2% pay increase for all staff (excluding teachers);

(2) reject the Trade Union pay claims for (i) deletion of all local pay points which fall below the London living Wage, (ii) a flat rate £1 an hour increase on all other pay points and (iii) a guarantee of no negative changes to terms and conditions.

Corporate Policy

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

1. Cost of proposal: Estimated Cost: Approximately £840k
 2. Ongoing costs: Within existing budgets
 3. Budget head/performance centre: N/A
 4. Total current budget for this head: £N/A
 5. Source of funding: N/A
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Staff

1. Number of staff (current and additional): All Council staff except teachers
 2. If from existing staff resources, number of staff hours: N/A
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Legal

1. Legal Requirement: Non-statutory requirement
 2. Call-in: Not Applicable: Full Council decisions are not subject to call-in.
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Customer Impact

1. Estimated number of users/beneficiaries (current and projected): N/A
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Ward Councillor Views

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

Non-Applicable Sections:	See attached report
Background Documents: (Access via Contact Officer)	See attached report