

Decision Maker: COUNCIL

Date: Monday 24 February 2020

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

Title: 2020/21 PAY AWARD

Contact Officer: Graham Walton, Democratic Services Manager
Tel: 0208 461 7743 E-mail: graham.walton@bromley.gov.uk

Chief Officer: Mark Bowen, Director of Corporate Services

Ward: All

1. Reason for report

1.1 At its meeting on 11th February 2020 the General Purposes and Licensing Committee considered the attached report making a recommendation for full Council on the staff pay award for 2020/21. Under the local framework, the annual pay award is now part of the Council's budget planning process - this was a key driver for coming out of the national/regional pay negotiating frameworks. The Committee supported the recommendations including the proposed pay increase of 2.5%.

RECOMMENDATIONS

2.1 Council is recommended to approve:

(i) A flat 2.5% pay increase for all staff (excluding teachers who are covered by a separate statutory pay negotiating process.)

(ii) The removal of the equivalent of spinal points 4-8 (affecting BR1, BR2 and BR3 grades) with assimilation to equivalent of spinal point 9 (BR3).

(iii) The introduction of a 4p electric car lease mileage rate for business mileage.

(iv) That the Trade Union's pay claim for staff be rejected (see para 3.7 below and attached Appendices.)

2.2 Council is also recommended to note that, as in the previous years since coming out of the nationally/regionally negotiated frameworks, Bromley staff will receive the 2020/21 pay increase in time for the April pay.

Impact on Vulnerable Adults and Children

1. Summary of Impact: Not Applicable
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Corporate Policy

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

1. Cost of proposal: £1.596m
 2. Ongoing costs: £1.596m
 3. Budget head/performance centre: Staffing budgets across the Council
 4. Total current budget for this head: Not Applicable
 5. Source of funding: Not Applicable
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Personnel

1. Number of staff (current and additional): All Council staff except teachers
 2. If from existing staff resources, number of staff hours: Not Applicable
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Legal

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

1. Summary of Procurement Implications: Not Applicable
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Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All council staff (except teachers)
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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)	None