

Decision Maker: COUNCIL

Date: Monday 27 February 2023

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

Title: 2023/24 PAY AWARD

Contact Officer: Graham Walton, Democratic Services Manager
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Chief Officer: Tasnim Shawkat, Director of Corporate Services and Governance

Ward: All

1. Reason for decision/report and options

- 1.1 Under the local terms and conditions of employment framework, this Committee is required to make a recommendation on pay awards to full Council. Pursuant to the local framework, the annual pay award review is now part of the Council's budget planning process. This requirement is a key driver for coming out of the national/regional pay negotiating frameworks.
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2. **RECOMMENDATIONS**

Council is recommended to

(1) Approve the following:

- (i) A flat 2% pay increase for all staff (excluding teachers who are covered by a separate statutory pay negotiating process) in response to the unexpected spiralling inflation post the 2022/3 pay award agreed by full Council; the increase would be effective from 1st April 2023;**
- (ii) A flat 5.75% pay increase for all staff (excluding teachers who are covered by a separate statutory pay negotiating process) for 2023/24;**
- (iii) An additional £200k towards Merited Rewards, for 2023/24, bringing the total to £400k for rewarding staff for exceptional performance;**
- (iv) That the Trade Unions' pay claim for staff be rejected (see para 3.12 of the report and attached Appendices.)**

(2) Note that, as in the previous years since coming out of the nationally/regionally negotiated frameworks, Bromley staff will receive the 2023/24 pay increase in time for the April pay.

Impact on Vulnerable Adults and Children

1. Summary of Impact: Not Applicable
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Transformation Policy

1. Policy Status: Existing Policy
 2. Making Bromley Even Better Priority:
(5) To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.
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Financial

1. Cost of proposal: Estimated Cost: £6.6m
 2. Ongoing costs: Recurring Cost: £6.6m
 3. Budget head/performance centre: Staffing budgets across the Council
 4. Total current budget for this head: £86m (prior to award)
 5. Source of funding: Central contingency
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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: None
 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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Property

1. Summary of Property Implications: Not Applicable
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Carbon Reduction and Social Value

1. Summary of Carbon Reduction/Sustainability Implications: Not Applicable
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Customer Impact

1. Estimated number of users or customers (current and projected): Not Applicable
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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 Headings:	Vulnerable Adults and Children/Policy/Finance/Legal/Personnel/Procurement/Property/Customers/Carbon Reduction/Ward Councillors
Background Documents: (Access via Contact Officer)	See attached report