
Decision Maker: COUNCIL

Date: Monday 26 February 2024

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

Title: 2024/25 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 At its meeting on 6th February 2024 the General Purposes and Licensing Committee approved the attached report recommending a flat 3% pay award to staff.
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2. RECOMMENDATIONS

2.1 Council is recommended to approve the following:

- (i) A flat 3% pay increase on all salary points and rates for Council staff (excluding teachers who are covered by a separate statutory pay negotiating process) for 2024/25**
- (ii) The removal of the equivalent of spinal points 9-11 (affecting grade BR3) with assimilation to equivalent of spinal point 12 (BR4)**
- (iii) An increase of 3% to the Merited Rewards, for 2024/25, bringing the total to £412k for rewarding staff for exceptional performance.**
- (iv) The Trade Union pay claim for staff be rejected.**

- 2.2 Council is recommended to note that, as in the previous years since coming out of the nationally/regionally negotiated frameworks, Bromley staff will receive the 2024/25 pay increase in time for the April pay.**

Impact on Vulnerable Adults and Children

1. Summary of Impact: Not Applicable

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.

Financial

1. Cost of proposal: £2.25m
2. Ongoing costs: Recurring Cost
3. Budget head/performance centre: Staffing budgets across the Council
4. Total current budget for this head: Not Applicable
5. Source of funding: Central Contingency

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

Legal

1. Legal Requirement: None
2. Call-in: Not Applicable

Procurement

1. Summary of Procurement Implications: Not Applicable

Property

1. Summary of Property Implications: Not Applicable

Carbon Reduction and Social Value

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

Impact on the Local Economy

1. Summary of Local Economy Implications: Not Applicable

Impact on Health and Wellbeing

1. Summary of Health and Wellbeing Implications: Not Applicable

Customer Impact

1. Estimated number of users or customers (*current and projected*): Not Applicable

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, Carbon Reduction, Local Economy, Customers, Ward Councillors
Background Documents: (Access via Contact Officer)	See attached report