

COST OF LIVING INCREASES 2020-2021

To: **Staffing and Appeals Committee**

Date: **18th February 2020**

From: **Martin Cox, HR Director**

Purpose: **To provide Committee with an update on the national cost of living negotiations, and to ask for approval and endorsement of an increase for locally agreed pay scales.**

Recommendations: **The Committee is asked to:**

- a) endorse the 2% uplift to the Professional and Management pay grades.**
- b) consider the options for the cost of living increase to the Corporate and Leadership pay scale, and to agree on a percentage uplift to apply.**

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1.0 PURPOSE

- 1.1 This paper sets out options and considerations relating to a cost of living uplift for the locally agreed Professional and Management (P&M) and Corporate Leadership Team (CLT) grades.
- 1.2 National negotiations apply to the National Joint Council (NJC) pay scale that covers the Councils 1-S02 grades. A 2% increase offered by the National Employers was rejected by the Trade Unions earlier this month and further negotiations are ongoing. It is expected that a one year pay deal will be agreed, and it is likely that this will be in excess of the 2% already offered.
- 1.3 The Council's mid-term financial planning has assumed and budgeted for a 2% increase across the P&M and CLT pay scales.
- 1.4 The P&M and CLT pay grades have had a 1% uplift in each of the past two years, in comparison to increases across the NJC pay scales of between 2% – 7.3% (depending on scale points – the lower grades saw higher increases).

2.0 OPTIONS – P&M AND CLT PAY SCALES

- 2.1 The table below outlines the cost of uplifting the two pay scales by 1% and 2%.

Option	Description	Cost Implications*
Option 1: 1% uplift	1% uplift applied to the P&M and CLT grades	£538k for P&M £28k for CLT
Option 2: 2% uplift	2% uplift applied to the P&M and CLT grades	£1.077m for P&M £57k for CLT

*An additional cost of up to £25k has been identified to allow the increase to be applied to TUPE protected equivalent grades.

- 2.2 In addition to those outlined above, further options include no uplift, or deferring decision until the national negotiations have taken place. However, although consideration is paid to the national picture, the P&M and CLT pay scales are locally agreed.
- 2.3 In line with their delegated responsibility, the Council's Joint Management Team have considered an uplift to the P&M pay scales and have recommended a 2% uplift to apply from April 2020.

Source Documents	Location
No source documents	Not applicable