

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)
Date: 29 August 2017
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1. Purpose of the Report

This is an information item highlighting to the Committee, any issues of particular interest that relate to the council's workforce.

2. Summary of current issues

2.1 The government's commitment to raise minimum pay to 60% of median earnings by 2020 still remains. Based on current expectations for pay this means a minimum pay rate of around £8.75 per hour. At the moment the lowest point on the national pay spine is £7.78 and local policy within our own organisation sets the minimum pay rate at £8.19.

National negotiations have begun to try to reach agreement on a new pay spine that recognises the likely levels of minimum pay and that has a degree of "future-proofing". Although Unison has made a proposal for a 5% pay award across all pay points, this is unlikely to be supported by the Employers' Side which is likely to press for a two-year pay deal that may contain proposals in year two for a more fundamental revision of pay points at the lower end of the pay scale in order to address the issues.

Whatever happens at the conclusion of this review is likely to have an effect on the public sector pay bill as well as the cost of supplier contracts under which the proportion of labour cost is high. Depending on what the final position is, for most public sector employers including our organisation, there will be a need to assess if and how the changes to the national pay spine affects our pay structures particularly in relation to job-evaluated pay.

Updates will be provided to committee.

2.2 The annual Employee Conference takes place in mid-September with the theme of “Fit for Purpose; our health and wellbeing”.

The event programme is now finalised with two speakers delivering sessions on physical and mental health and with opportunity for employees to try out a range of “taster” activities designed to improve wellbeing.

This year’s Employee Health Fair is scheduled to run in October.

Both events will be delivered under the “Our Gedling” brand which is the new subscription-free scheme available to all employees designed to provide social and wellbeing events and activities.

3. Recommendation

The Committee is asked to note this report.