

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 30 August 2022

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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. Recommendation

The Committee is asked to note this report.

3. Summary of current issues

3.1 The 2022/23 pay offer has now been made by the Employers Side for both NJC staff (the body that determines terms and conditions for most of our workforce) and JNC staff (the Chief Executive and Chief Officers).

At the time of writing the offer is:

- **With effect from 1 April 2022, an increase of £1,925 on all NJC pay points 1 and above**
- **With effect from 1 April 2022, an increase of 4.04 per cent on all allowances** (*such as sleep-in allowances etc; these predominantly have little relevance locally to this council*)
- **With effect from 1 April 2023, an increase of one day to all employees' annual leave entitlement**
- **With effect from 1 April 2023, the deletion of pay point 1 from the NJC pay spine**

This offer would achieve a bottom rate of pay of £10.50 with effect from 1 April 2022 (which equates to a pay increase of 10.50 per cent for employees on pay point 1); at Gedling the lowest spinal column point used is point 3 and for this pay point a pay increase of 10.19% would be applied. Everyone on the NJC pay spine would receive a minimum 4.04 per cent pay increase (3.73% at the highest pay point on our top local pay point); and the deletion of pay point 1 on 1 April 2023, would increase the bottom rate to £10.60 (providing 10p headroom above the current upper-end forecast for the NLW on that date), pending agreement being reached on a 2023 pay award.

Although Unite have rejected the pay award, at the time of writing both UNISON and GMB (the unions recognised by this council) appear to have received the offer favourably. A formal response to the offer is awaited from UNISON and GMB.