
NON-EXEMPT

EAST HAMPSHIRE DISTRICT COUNCIL

HAVANT BOROUGH COUNCIL

JOINT HR COMMITTEE

19th October 2020

2020-21 PAY AWARD

FOR DECISION

Portfolio Holders:

Cllr Lulu Bowerman (Cabinet Lead) and Cllr Nick Drew (Portfolio Holder)

Key Decision: No

Report Number:

EHDC/043/2020

HBC/019/2020

1.0 Purpose

1.1 To advise JHR Committee members of each council's 2020-21 pay award. The NJC 2020-21 pay award was agreed by employers and trades unions nationally in August 2020. This will be applied to all staff employed by Havant Borough Council in October 2020, backdated to April 2020. The pay award for EHDC was agreed locally with Unison at the end of September 2020 and again will be applied in the same way as HBC's pay award.

1.2 The award for Chief Officers and Deputy Chief Officers is a separate set of national pay negotiations and was agreed in August 2020. This pay award will be applied to all Chief & Deputy Chief Officers in each council from October 2020, backdated to April 2020.

2.0 Recommendation

2.1 That Joint HR Committee notes:

- (1) a 2.75% pay award for 2020-21 (backdated to 1st April 2020) for HBC employees and EHDC employees;
- (2) a 2.75% pay award for 2020-21 (backdated to 1st April 2020) for Chief and Deputy Chief Officers.

3.0 Executive Summary

- 3.1 Pay awards for staff at Havant Borough Council are determined by the National Joint Committee (NJC). Pay awards for staff at East Hampshire District Council are determined locally. A separate national award is agreed for Chief and Deputy Chief Officers.
- 3.2 “**Chief Officer**” refers to the following roles ¹ within the senior leadership team:
 - Joint Chief Executive – as Head of Paid Service
 - Director of Corporate Services (S151)
 - Director of Regeneration and Place

“Deputy Chief Officer” refers to Head of Service roles

- 3.3 Following fairly lengthy pay negotiations, Unison nationally agreed to a 2.75% uplift effective from 1st April 2020. Unison, Unite and GMB collectively balloted strongly for a higher pay award than staff have experienced in previous years to reflect the dedication and critical role that public sector workers had played (and continue to do so) during the pandemic. Unison accepted the 2.75% pay deal on the basis that this was the best that could be achieved through negotiations.

4.0 Additional Budgetary Implications

- 4.1 There are no additional budgetary implications to report. The costs of the pay award have been accounted for within the budget setting processes for 2020-21.

5.0 Background and relationship to the Corporate Strategy and Directorate Business Plan/s

- 5.1 The pay scheme for staff supports the overall strategies at both Councils to reward staff for their contribution in a fair and consistent manner and to retain talented staff.

6.0 Options considered

- 6.1 The noting of this will ensure that decisions on the pay award for staff are subject to the necessary scrutiny and form part of the councils’ obligations of transparency for staff at all levels.

¹ Refers to Statutory and Non Statutory Chief Officer posts

7.0 Resource Implications

- 7.1 Financial Implications
As described above at paragraph 4.1.

Section 151 Officer Comments

Date: 23rd September 2020

Budgets set for the 2020-21 financial year include an adequate allowance for the cost of the staff and chief officers pay awards. The Medium-Term Financial Strategy, which is updated annually, reflects the additional staffing costs.

- 7.2 Human Resources Implications
There are none to report

- 7.3 Other Resource Implication
There are none to report

8.0 Legal Implications

- 8.1 There are none to report. This complies with the constitution and pay arrangements for all staff including senior staff.
- 8.2 The Monitoring Officer has been consulted on the report and has no further comments.

9.0 Risks

- 9.1 There are no risks to report.

10 Consultation

- 10.1 This is not applicable.

11 Communication

- 11.1 There are none to report.

Appendices: N/A

Background Papers: N/A

Agreed and signed off by:

Monitoring Officer: **David Brown 2/10/2020**

Deputy S151 Officer: **Matthew Tiller 07/10/2020**

Director: **Lydia Morrison 1/10/2020**

Portfolio Holder: **Cllr. Lulu Bowerman 07/10/2020 Cllr.Nick Drew 07/10/2020**

Date: 7th October 2020

Contact Officer: Marthie Turner
Job Title: HR Business Partner
Telephone: 02392 446325
E-Mail: Marthie.turner@easthants.gov.uk