

# HAVANT BOROUGH COUNCIL/EAST HAMPSHIRE DISTRICT COUNCIL

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Joint Human Resources Committee

23 OCTOBER 2013

## COST OF LIVING SALARY INCREASE

Report by Carol Milner – Interim Service Manager (HR)

Information Item

Portfolio: Councillors Cheshire and Millard

Key Decision: N/A

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### 1.0 Purpose of Report

- 1.1 To advise on (1) the cost of living salary increase for staff which was implemented in September 2013 in both Councils, and (2) the proposed increase for the Extended Joint Management Team due to be implemented in October this year.

### 2.0 Recommendation

- 2.1 That the report be noted and the Committee advised in line with our intention for openness and transparency.

### 3.0 Summary

- 3.1 East Hampshire District Council is *not* part of the national negotiations on local government pay, the Chief Executive negotiates directly with Unison, whereas Havant Borough Council *is* part of this negotiating process.

In line with the other councils, businesses and the economy in general, our salary grades have not been annually reviewed since 2009 and our staff have not received an annual salary increase since that time. In the context of the Government's stated intention that public sector pay increases for this year should not exceed 1%, a cost of living salary increase of 1% was implemented in September 2013 (backdated to April 2013) for all staff outside Extended Joint Management Team. A 1% increase will be provided to the EJMT with effect from October 2013, which again will be backdated to April 2013.

### 4.0 Implications

#### 4.1 Resources

There is an immediate administrative cost which will be incurred by Payroll to process the changes within the system and this has been accounted for within the budget 2013/14.

#### 4.2 Legal

There are no legal implications to report.

#### 4.3 **Risks**

There are no risks to report.

#### 4.4 **Communications**

Nothing to report.

#### 4.5 **For the Community:**

Nothing to report.

4.6 The Integrated Impact Assessment (IIA) has been completed and relevant actions duly noted.

#### 5.0 **Consultation**

No consultation has been carried out in the preparation of this report.

#### **Appendices:**

None

#### **Background Papers:**

None

#### **Agreed and signed off by:**

Legal Services: (date)

Executive Head of Governance & Logistics: date

Relevant Executive Head: (date)

Portfolio Holder

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