

TO: EMPLOYMENT COMMITTEE  
17 DECEMBER 2014

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**PAY AWARD**  
**(Director of Corporate Services – Human Resources)**

**1 PURPOSE OF REPORT**

- 1.1 The purpose of this report is to inform the Committee of the National Joint Council for Local Government Services pay award.

**2 SUPPORTING INFORMATION**

- 2.1 The award is complex but is essentially:
- A 2 year deal from 1/1/15 to 1/4/16.
  - A headline 2.2% increase for most staff.
  - Bottom loaded for those earning less than £15,000 pa.
  - That bottom loading to be between 2.3% and 8.6%.
  - A non consolidated lump sum of between £325 and £100 for those earning less than £22,000 pa.
- 2.2 The award is in excess of what the Council had allowed for a pay award but early indications are that it is containable within the overall inflation provision; if this is not the case, it will form part of the overall 2015/16 budget report to the February Executive and Council.
- 2.3 The same pay award and non-consolidated payments are also being applied to employees on local conditions.

Background Papers

None.

Contact for further information

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