

**TITLE OF REPORT: PAY UPDATE**

## REPORT OF THE CORPORATE HUMAN RESOURCES MANAGER

At the June JSCC it was requested that we take a look at the position with pay for all staff having been frozen since a 1% pay award in 2009 and for senior managers a four year pay freeze.

This would be viewed by looking at the impact of inflation and how pay has devalued in real terms.

Two main consumer price indices are currently compiled in the UK, the Retail Price Index (RPI), and the Consumer Price Index (CPI). For the purpose of this study the RPI rate has been used.

For the purpose of this comparison the maximum and the average rate of pay for each grade has been used.

The pay detail is set out in Appendix 1.

The other impact on take home pay during in this period was the 2008 changes to the Local Government Pension Scheme. Prior to this all staff paid 6% pension contributions.

In 2008 this was changed as set out below:-

Earnings	Contribution
£0 - £12,000	5.5%
over £12,000 - £14,000	5.8%
over £14,000 - £18,000	5.9%
over £18,000 - £30,000	6.5%
over £30,000 - £40,000	6.8%
over £40,000 - £75,000	7.2%
over £75,000	7.5%

This shows that staff at grade 1 who were in the pension scheme paid 0.5% less in pension contributions and staff in grades 2 and 3, 0.2% to 0.1% less. All other staff saw an increase of 0.5% to 2.5%

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