

TITLE OF INFORMATION NOTE: NATIONAL PAY BARGAINING 2014 AND PENSIONS.

INFORMATION NOTE OF THE CORPORATE HUMAN RESOURCES MANAGER

1. SUMMARY

- 1.1 This is a routine update to cover the latest position on national pay bargaining and pension changes.

2. STEPS TO DATE

- 2.1 This note is one regularly provided to the Joint Staff Consultation Forum to inform the committee of the progress of any national pay claims and to update the committee on progress of national pay negotiations. The committee is also updated on any changes in relation to pensions that may be coming up.

3. INFORMATION TO NOTE

- 3.1 **National Pay Bargaining** - The final pay settlement agreed for 2014 covers the period 1st January 2015 to 31st March 2016. For the majority of staff that was a 2.2% pay increase which was not backdated to April 2014. For the lowest paid there was a higher increase to reflect the bottom loading of the national pay offer. A non consolidated one off lump sum of £100 was paid in December salaries.

A Chief Officer Pay settlement was announced on 2nd February for a 2% increase from 1st January 2015 to 31 March 2016.

This is a slightly longer pay settlement period than usual so the pay claim from the trade unions will be expected later in the year.

Pensions - The only change to pensions on the horizon at present is the measures to implement the single-tier state pension resulting in the abolition of contracting-out contained in the Pensions Act 2014.

There will be an impact on pay for both employers and employees. As a result the employers Class 1 National Insurance Contribution (NIC) will increase by 3.4% and for employees NIC will increase by 1.4%.

4. NEXT STEPS

- 4.1 There wont be an update for the June JSCC unless a pay claim is submitted by the trade unions for 2016/17.

5. APPENDICES

5.1 None.

6. CONTACT OFFICERS

6.1 Kerry Shorrocks – Corporate Human Resources Manager 01462 474224
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7. BACKGROUND PAPERS

7.1 None.

APPENDIX

PROCEDURE AND PROTOCOLS FOR PROVIDING INFORMATION NOTES TO COMMITTEE OR OTHER MEMBER GROUP

1. TIMESCALES

The Committee and Member Services Team circulate details of the time scales for the preparation and issue of reports and information notes to Council/Cabinet and Committees.

If you are not sure which committee you should report to or the dates by which the draft and final information notes are required please contact Committee and Member Services for advice (Ext 4403).

2. PRE AGENDA MEETING

This meeting, usually attended by the Chairman or the Vice Chairman provides an opportunity for reporting officers to explain the reasons for their information note to the Chairman

3. FINAL AGENDA

Please be aware of the dates by which reports and information notes are required by the Committee and Member Services Officers. The information note must have been vetted by relevant officers before the final version is sent to the Committee and Member Services Team.

4. WHO TO CONTACT IF YOU DON'T KNOW WHAT TO DO.

Please seek advice from the Committee and Member Services Section if you are unsure about the process or time-scales.

5. CHECKLIST

- Be sure which Committee you are reporting to
- Check the date reports and information notes are required
- Have you followed your department's procedure to clear the information note.

6. MINUTING OF THE INFORMATION NOTE

As the Committee will not be making a resolution on the information note, the minutes of the Committee receiving the information note will simply state "The Committee received an information note on XXXX" and the content and any debate will be recorded in the usual way.