

Title of Report: Revised Pay Scales	Officer Presenting: Lead Human Resources Officer Author: : Lead Human Resources Officer
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1 Purpose of Report/Recommendations

- 1.1 The purpose of this report is to seek Members approval for revised Pay Scales which have been agreed with the Trade Unions for Council employees.

2 Background

- 2.1 A pay scale for Council employees is agreed by the National Joint Council. However local Councils have the authority to allocate points to scales.
- 2.2 While the allocation of points to scale was similar in both legacy Councils there were some minor variations
- 2.3 In order to harmonise these scales negotiations have been ongoing with the Trade Unions over recent months.

3 Key Issues

- 3.1 Agreement has now been reached on the proposed scales for the new Council (Appendix 1).
- 3.2 It is proposed to implement these scales with effect from 1st April 2017.

4 Financial, Equality, Legal, HR, Improvement and other Implications

- 4.1 It is estimated that the harmonisation of these scales will cost Council in the region of £60,000 per annum. This will be included in the rates estimates process. In addition it is anticipated that a 2% pay increase will be awarded nationally to all pay scales as a result of the National Pay Award.

5 Recommendations

- 5.1 It is recommended that members adopt the pay scales as outlined in Appendix 1.

Background Papers

Appendix 1