

POLICY, RESOURCES AND PERSONNEL COMMITTEE – MARCH 2023

PAY OFFER 2023 - 2024

1.0 INTRODUCTION

This report brings the Council up to date on the progress of the pay claim for 2023 – 2024.

2.0 EMPLOYER FULL AND FINAL OFFER

On 24th February the employers side made a full and final offer of :

- With effect from 1 April 2023, an increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.
- With effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine (i.e. points 44 and above)

This offer would achieve a bottom rate of pay of £11.59 per hour with effect from 1 April 2023 (which equates to a pay increase of 9.42 per cent for employees on pay point 2) and everyone on the NJC pay spine would receive a minimum 3.88 per cent pay increase.

If this offer is accepted, it will mean that an employee on the bottom pay point in April 2021 (earning £18,333) will have received an increase in their pay of £4,033, which is 22.0 per cent over the two years to April 2023. For an employee at the mid-point of the pay spine (pay point 22), their pay will have increased over the same period by £3,850 (13.99 per cent).

The increase of £1,925 is the same amount that was agreed for the current year (2022/23)

The National Employers are also seeking “without prejudice” discussions with the NJC Unions on how to restructure the pay spine, bearing in mind the current and future increases to the National Living Wage.

All other aspects of the unions claim – annual leave, a reduction of the working week etc have been declined

APPENDIX 12

3.0 RESTRUCTURE AND PAY OFFER BUDGET IMPACTS

The impact on the budget is set out in the table below:

	Budget (set at 3% increase from 22/23)	Budget with further restructure and employers offer
Salaries	528,864	551,868
Employers NI	42,733	43,764
Employers Pension	87,726	89,530
Total	659,323	678,885
SLA income	11,400	7,395
Grant income	7,000	7,000
HMRC offset	0	7,369
Budget required	640,923	657,121

4.0 RECOMMENDATIONS

It is recommended that the Committee notes the minimum increase in budget required and instructs the Clerk on whether further salary savings are to be found; or whether a report be presented to Council to request an increase in salary budget

For more information contact:

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