PAY AWARD PROPOSAL

Prepared by: JRG Date: 15/09/20 Agenda no: 6d

Purpose of the paper

Decision re. Pay increase for Healthy Minds staff team

Background and context

Covid 19 has brought unanticipated challenges for HM and the team has shown creativity and commitment throughout to ensure that services have been able to continue. This proposal is to recognise and reward the team's efforts by awarding a pay increase.

We are guided but not bound by NJC payscales negotiated on a national level annually between local government and unions. 2020-21 payscales have not yet been agreed.

Where are we now?

The staff team is currently paid on 2019-20 scales. NJC negotiations are ongoing, with ambitious demands of +6% very unlikely to be met by local governments anxious about budgets in the wake of the pandemic. Unions feel national gratitude for key workers gives leverage but this seems a debate that will run and run.

This proposal anticipates a likely outcome of +2%, effective from April 2020. We are therefore departing from NJC, at least in timing, by bringing this in ahead of formal agreement.

What are the key issues?

As above. Whilst a pay increase is likely in any case, pending outcome of NJC negotiations, bringing this forward forms part of a package of reward and recognition for the HM staff team, with proposal re. Annual leave also to be considered.

What is asked of trustees?

Formal recognition of team efforts in handling the pandemic crisis.

Finance

Total annual salaries on 2019-20 scales (including employer contributions / on-costs): £589,668

Total +2% = £601,461. This is an increase of £11,793.

Salaries budget 2020-21 = £617,301. Unrestricted funds of £55,624 not included.

The eagle-eyed will note that there is ample affordability here. I am suggesting a modest 2% as there remains uncertainty about the future status of some services and NJC outcome, so prudent to retain a buffer.

Recommendation

Board is asked to approve this proposal, effective 1st April 2020. Backdated award to be paid in next salary round following approval.