



COUNCIL MEETING

20 July 2017

REVIEW OF PAY PROTECTION

Sheena Ramsey, Chief Executive

EXECUTIVE SUMMARY

1. The purpose of this report is to seek approval for changes to the Council's policy for pay protection.
2. Continual reviews of terms and conditions of employment have been undertaken since 2010 in order to contribute to the savings targets and improve efficiency, remove anomalies and allow the Council to operate as a modern employer with fair and appropriate terms and conditions.
3. The Council's current pay protection arrangement is 4 years. Pay protection has been successful in supporting the workforce at times of significant change. However, at a time of significant financial pressure it is necessary to consider whether the existing arrangements continue to be affordable.
4. Extensive consultation has been carried out with trade unions and reference has also been made to the approach taken by other local authorities at a national and local level.
5. It is proposed to implement the revised protection arrangements from 1 October 2017.
6. The Cabinet has considered the facts and issues arising from the report including alternative options and took all relevant advice before formulating their recommendation.

RECOMMENDATION

7. It is recommended that Council approves the proposal outlined in the attached report.