

## NOTTINGHAM CITY HOMES

HUMAN RESOURCES  
COMMITTEE  
14 APRIL 2009

### REPORT OF DIRECTOR OF ORGANISATIONAL DEVELOPMENT

#### 2008/ 2009 PAY AWARDS

#### 1 SUMMARY

- 1.1 This report provides the committee with an update on the different pay awards across NCH.

#### 2 RECOMMENDATIONS

- 2.1 That the report is noted.

#### 3 REPORT

##### 3.1 APT&C (Officers)

- 3.1.1 At the last committee meeting it was reported that a final offer of 2.45% had been made by the employers' side and that this had been referred to arbitration through ACAS in line with the National Joint Council's (NJC) constitution. The arbitration panel subsequently increased the award by a further 0.3%. This was reported to the last full board meeting. Approximately £60,000 is required to fund the increase which was paid to employees in March.

- 3.1.2 The employers' side has tabled an offer of 0.5% for 2009.

##### 3.2 Craft and Associated Employees

- 3.2.1 The JNC for Local Authority Craft and Associated Employees previously agreed a pay settlement for 2008/09 applicable from 1 April 2008. The agreement is laid out below:

- To increase by 2.45% all pay rates and pay-related allowances
- To increase by 3% all tool allowances and storage of tools and clothing

- 3.2.2 Following the outcome of the APT &C arbitration the Craft Workers side submitted a claim for an additional 0.3% on top of the original award. This has been rejected by the employers' side. This is also likely to be referred to independent arbitration.

##### 3.3 Chief Officers

- 3.3.1 The Chief Officers' pay award is normally based on the APT&C one and has already been agreed at 2.45%. To date no request has been made for any increase.

#### **4 FINANCIAL AND RISK IMPLICATIONS**

The APT&C award will approximately £60,000 to implement. This will be met from current budget resources.

#### **5 IMPLICATIONS FOR NOTTINGHAM CITY HOMES OBJECTIVES**

The implications for NCH have been included in the report.

#### **6 VALUE FOR MONEY AND EFFICIENCY ISSUES**

The value for money and efficiency issues have been included in the report.

#### **7 EQUALITY AND DIVERSITY IMPLICATIONS**

There are currently no equality and diversity implications.

#### **8 BACKGROUND MATERIAL AND PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

Chief Executive Board Report March 2009.

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