

**CITY AND COUNTY OF CARDIFF  
DINAS A SIR CAERDYDD**

**Employment Conditions Committee: 26 January 2005**

**Report of Chief Executive**

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**Pay Awards 2004/5**

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**Background**

1. At the meeting of this Committee held on 24 November 2004 the outcome of the negotiations on the 2004/05 pay settlement for all employees who come under the provisions of the single status agreement (formerly APT&C and manual employees) were reported for information and were noted.
2. Since that time the Joint National Committees for Chief Executives and Chief Officers of Local Authorities have both reached agreement on the 2004/5 pay settlement as has the JNC for Local Authority Craft & Associated Employees. The purpose of this report is to advise Committee of the terms of these settlements.
3. The Chief Executive award will only apply to the Chief Executive. The Chief Officers' award will apply to Assistant Chief Executives, Corporate Directors, Chief Officers and Operational Managers. The Craft award will apply to all staff covered by this negotiating body.

**Issues**

4. Similarly to the settlement for employees who come under the Single Status Agreement a three year deal has been agreed as follows:

<b>Year</b>	<b>% Award</b>
2004/5	2.75%
2005/6	2.95%
2006/7	2.95% (or the rate of the RPI at October 2005 whichever is the greater)

5. The pay settlement will increase this year's paybill by £369,000. The Council's budget for 2004/05 allowed for an increase of 2.5% amounting to £336,000.

**Proposals**

6. The pay awards are effective from the 1<sup>st</sup> April 2004 and will be paid to staff in their December or January pay.

## **Investment for Reform/Benefit to service user**

7. In implementing the national pay awards the Council has honoured its commitment as a signatory to the national agreements, and will maintain good employee relations within the Council. Good employee relations are essential if high quality services are to be delivered.

## **Advice**

8. This report has been prepared in consultation with relevant Corporate Directors and reflects their advice. It contains all the information necessary to allow Members to arrive at a reasonable view, taking into account the following advice.

## **Legal Implications**

9. The report is an information report and as such raises no specific legal issues. The payment of such nationally agreed awards forms part of relevant employees' contract of employment. All decisions taken by or on behalf the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers of behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. standing orders and financial regulations; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

## **Financial Implications**

10. The cost of the pay award in 2004/05 is £369,000. This exceeds the amount in the Council's budget, which allowed for an increase of 2.5% amounting to £336,000. In line with the Budget Report, the shortfall of £33,000 in 2004/05 will be met from within existing service area budgets.

## **HR Implications**

11. The report is provided for information and raises no specific employment issues.

## **Trade Union Comments**

12. The Trade Unions have noted the report.

## **RECOMMENDATION**

It is recommended that the Employment Conditions Committee be requested to note the contents of this report.

**BYRON DAVIES**  
**CHIEF EXECUTIVE**

**14 January 2005**

## Background Papers

JNC for Chief Executives Circular 23 November 2004.

JNC for Chief Officers Circular 3 December 2004

JNC for Local Authority Craft and Associated Employees Circular 29 December 2004