

18 October 2017

Ordinary Council

Staff Bonus of 1%

Report of: *Phil Ruck – Chief Executive*

Wards Affected: *All*

This report is: *Public*

1. Executive Summary

- 1.1 This report recommends the granting to all permanently employed staff of the Council a 1% bonus. Such bonus to be paid in the November 2017 pay run.

2. Recommendations

- 2.1 That members agree the payment of a 1% bonus to all permanently employed staff of the Council in the November 2017 pay run. The total of such increase to not exceed £90,000 and to be taken from reserves. This is a one-off payment with no commitment for repetition in future years.**
- 2.2 That the Chief Executive will not receive the payment, but an amount, equivalent to the bonus forgone, shall be paid into a Council controlled fund. Such fund shall be used for the payment of staff benefits only.**

3. Background

- 3.1 Members are reminded that the last pay award was granted on 1st January 2015 – which was an increase of 2.2%, plus a one off payment of £150 per employee (the £150 was not added to basic pay). The Council is not bound by any agreements relating to pay increases (e.g. of a national scale).

- 3.2 The Council is undergoing a large transformational programme. One that is being conducted during a time of reduced central government funding and increasing demands for services to improve.
- 3.3 At the time of setting the 2017/2018 Budget, the Council was uncertain of the final outturn for 2016/2017. The final result for last year was that the anticipated budget shortfall of £283,000 actually came in at a break even and the Council was at the same time able to announce an increase in reserves, these results were confirmed and agreed at the Audit Committee meeting held 27th September 2017.
- 3.4 The very essence of delivering the output of Public Service, centres on the way in which employees “serve” the community, and it has to be stated that not only have financial results improved, but Council services are also reaching standards of performance which are ahead of many larger councils. This is because the aims of members are being delivered by staff who are motivated and inspired, to not only embrace the transformational change taking place but become leading lights, which is the envy of many others operating in local government. There are numerous examples of where service levels have improved. Some of these are listed below
- a) Development Management (Planning) is now ranked at 9th in the UK – from a position over 12 months ago of 300+
 - b) Our Food Inspection service is ranked at number 3 in the UK
 - c) We have been nationally recognised for our work (e.g. winning the IRRV award for our work with Basildon and recognition for other service areas)
 - d) We have been awarded a grant of £200,000 for our work on the Dunton Garden Suburb
 - e) EELGA are promoting our work on procurement as best practice to other authorities.
 - f) Our ICT and Project teams are held as best practice in Essex

The above are just some of the areas we have seen improved, the key is the attitude in which staff have embraced the challenge and welcomed the changes.

- 3.5 A policy of promoting from within and a strong focus on staff training has allowed staff to grow and brought many positive results, but the impacts of these however, need to be balanced against the impact of cost of living rises since 2014 along with the continued need to manage finances and live within our means.

- 3.6 The Leader in her address in the July 2017 Ordinary Council, stated that it was her intention, should audited results verify the initial outturn, that employees should be rewarded with a 1% bonus, in recognition of the great efforts that employees made in 2016/2017 and continue to make.
- 3.7 The final accounts signed by the chair of the Audit Committee, 27th September 2017 for the year 2016/2017, verified that improved financial position. It is on this basis that the 1% bonus is recommended to members.

4. Reasons for Recommendation

- 4.1 One of the main reasons for the improved financial position in 2016/2017 was the attitude and hard work undertaken by the employees of the Council. Whilst the Council still faces financial pressures we should, where possible, recognise and reward the efforts of employees who are delivery the transformational change the Council strives for and indeed in achieving.

5. Consultation

- 5.1 None

6 References to Corporate Plan

- 6.1 The transformation agenda of the Council is being delivered by hard-working employees as they deliver more modern and effective customer services.

7 Implications

Financial Implications

Name: Jacqueline Van Mellaerts, Financial Services Manager

Telephone: 01277 312 829

E-mail: Jacqueline.vanmellaerts@brentwood.gov.uk

- 7.1 The financial implications are set out in the report.

Legal Implications

Name & Title: Daniel Toohey, Head of Legal Services & Monitoring Officer

Tel & Email: 01277 312 860 daniel.toohey@brentwood.gov.uk

- 7.2 There are no direct legal implications arising from this report.

8 Background Papers

8.1 None

Report Author Contact Details:

Name: Phil Ruck, Chief Executive

Telephone: 01277 312 648

E-mail: Philip.Ruck@brentwood.gov.uk