

## Nominations and Remuneration Committee

Date of Meeting	Thursday 24 September 2020
Paper Title	Executive Director's Report on GCRB Staff Salary Reviews 20-21
Agenda Item	7
Paper Number	NRC1-C
Responsible Officer	Martin Boyle, Executive Director
Recommended Status	Disclosable
Action	For noting

### 1. Report Purpose

- 1.1. To provide the committee with an update on the salary review and pay award for delegated GCRB support staff for 2020-2021.

### 2. Recommendations

- 2.1. The Committee is invited to **note** this report in line with its remit to receive reports on pay awards across the organisation.
- 2.2. The Committee is invited to **note** to move the incremental date for incumbent postholders to 1 September of each year, from September 2021, in line with the sector.

### 3. Report

- 3.1. The Scheme of Delegated Authority requires the Executive Director to report to the regular meetings of the Board any decisions he has made under the Scheme of Delegated Authority for amounts greater than £10,000 in relation to:
- committing funds within agreed budgets;
  - revision of individual budgets for any one year up to a limit of £10,000 or 5%, whichever is the higher; and
  - application of any discretionary budget controlled by the Executive Director.
- 3.2. The Scheme of Delegation was used to confirm the pay awards for GCRB support staff for the period 1 September 2020 to 1 September 2021.
- 3.3. The previous award was made in line with Scottish Public Sector Pay Policy, and came into effect from April 2020. It was the same as that awarded to support staff in the college sector (i.e. 1.25% or 5/12) and covered the period to 31 August 2020. This now concludes the previous award and brings GCRB staff into line with public sector September – September phasing.

### **3.4. Covid-19 and 2020-2021 Pay Rounds**

3.4.1. In recognition of Covid-19 emergency and the potential impact on availability of key staff in public bodies to engage in meaningful pay negotiations at this time discussions have taken place at a national level to deliver a constructive solution to allow staff to receive the pay award in a timeous manner.

3.4.2. The Cabinet Secretary for Finance has agreed with Trade Unions that public bodies should implement the basic award elements of the Public Sector Pay Policy as soon as is practicable. Those public bodies whose funding is not significantly compromised by Covid-19 are expected to implement the pay award by May 2020 salaries. Where bodies have a multi-year deal in place, they are expected to implement the pay award they have agreed for 2020-21. This approach does not replace local pay bargaining arrangements. This is in essence an interim pay award pending formal pay negotiations being able to be carried out at a later date when the COVID-19 restrictions have lifted.

**3.5.** Under the Scottish Government’s Public Sector Pay Policy 2020-2021, the current basic award element is providing a **guaranteed basic pay increase of 3 per cent** for those with a full-time equivalent salary of **less than £80,000**.

**3.6.** Given this position, it is confirmed that GCRB will award the guaranteed basis pay increase of 3 per cent to staff in identified support roles for the period 1 September 2020 to 31 August 2021.

**3.7.** This does not preclude committee opting to make further changes at a later date during this timeframe.

**3.8.** This will be confirmed with Glasgow Clyde College Human Resources, and back dated to 1 September 2020.

### **4. Risk Analysis**

**4.1** No significant risk identified at this time.

### **5. Legal Implications**

**5.1.** No significant risk identified at this time.

### **6. Resource Implications**

**6.1.** Pay award allocation is awarded within the current GCRB budget allocation. It is important to note that staff are the primary, significant resource of GCRB and its continued delivery of activity across a broad range of areas of importance.

### **7. Equalities Implications**

**7.1.** The Public Sector Pay Policy 2020-2021 includes an Equalities Assessment which has been used and adhered to in preparing this report.

## **8. Strategic Implications**

- 8.1** No significant risk identified at this time, beyond the risk highlighted above in that staff remain the key resource of GCRB in developing and delivering its strategic ambitions.