

**From: Bryan Sweetland – Cabinet Member for Communications, Engagement, People and Partnerships**  
**Amanda Beer – Corporate Director People & Communications**

**To: Personnel Committee**

**Date: 11 November 2021**

**Subject: Pay Bargaining**

**Classification: Unrestricted covering report - verbal update and discussion will be exempt under paragraphs 3 and 4 of Schedule 12A of the Local Government Act 1972.**

**Summary:** This paper introduces this year's local pay bargaining process.

**Recommendation:**

The Personnel Committee is asked to note progress and receive an oral update at the meeting on 11 November 2021.

**1. Background**

- 1.1 This year represents the 17<sup>th</sup> year of local pay bargaining undertaken with our three recognised trades unions, Unison, Unite and GMB.
- 1.2 The process started in September 2021, setting the financial and market context, which has been significantly affected by the pandemic. This year is expected to be particularly challenging given the financial context, higher levels of inflation and increases in National Insurance levels from April 2022. There are scheduled joint meetings through to January 2022.
- 1.3 The initial submission from the trades unions will have been shared by the time Personnel Committee meets and will be the subject of further exploration over the coming weeks. There is a very clear expectation that the focus this year will be on the pay and not broader terms and conditions.
- 1.4 Whilst the final position will be reported to Personnel Committee in January 2022 an update on this year's discussions will be presented at the meeting.

**2. Recommendation**

**Recommendation:**

The Personnel Committee is asked to note progress and receive an update at the meeting on 11 November 2021.

### 3. Contact details

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