

Chair of the JCC and Corporate Services Committee

Alastair Moss



22 August 2023

Dear GMB and Unite

Following discussions between your Trade Union representatives and City Corporation Officers, extensive modelling work has been undertaken to explore options for an improved offer for our employees. We note the feedback that you would like the pay award for 2023/24 to be decoupled from last year's award to make it clearer to staff. We have also provided a breakdown of our income and expenditure across the three main funds, highlighting the limitations on our revenue raising powers, particularly in relation to Council Tax given our very small resident population in comparison to other local authorities, noting that our functions go beyond a typical local authority remit.

The City Corporation wishes to revise its pay award offer, which represents our best offer, to now be as follows for all employees on City of London Grades A to J and Senior Management Group (SMG) pay points:

An increase to base pay of £3,000 pa (pro rata) or 4%, whichever is the higher, with effect from 1st July 2023.

This is in addition to the £1,000 uplift provided to all spinal points on the 1st July 2023 which colleagues will have seen reflected in their payslips.

We have attached the breakdown by spinal point and Grade of this change. In terms of average award, this represents:

- Average of all the pay point percentages: 8.0% basic; 6.6% including Inner London Weighting (ILW); 7.1% including Outer London Weighting (OLW);
- Weighted Average of the percentages based on headcount by spinal point: 9.1% basic; 7.5% including ILW; 8.1% including OLW – this is larger due to more people being on lower grades and therefore receiving higher percentage increases.


The provision of annual increment changes remains payable from October in the normal way, and these uplifts would be added to the above.

This pay offer is above that received by the majority of the public sector, including local government. It also means that the following change in salary levels will have been achieved, as examples, for your members over the last two years, including Inner London Weighting from June 2021 to the levels proposed now (which would be backdated to 1st July):

- A Grade 1012: £24,380 rising to £30,180 (23.8% uplift)
- B Grade 1013: £24,880 rising to £30,180 (21.3% uplift)
- C Grade 1025: £32,630 rising to £37,930 (16.2% uplift)
- D Grade 1035: £40,750 rising to £46,050 (13% uplift)
- E Grade 1038: £43,850 rising to £49,160 (12.1% uplift)
- F Grade 1047: £55,210 rising to £60,870 (10.3% uplift)
- G Grade 1053: £64,640 rising to £70,580 (9.2% uplift)

We feel that this provides a meaningful increase for City Corporation employees and goes beyond those increases seen in comparator organisations and is at the limits of our affordability. We hope that your members and our wider employee base will accept this proposal to achieve an agreed award this year.

Kind regards



Alastair Moss
Chair of the JCC and the Corporate Services Committee

NOTES:

The pay award increase is only payable to employees on grades A-J or SMG pay points, it is not applicable to employees outside of these, including:

- **Teachers** whose pay is governed by separate arrangements under the Teachers and Head Teachers Pay Panel. The agreed pay award for teachers will be implemented in September 2023.

- **Police Officers** whose pay is governed by separate National Policing pay arrangements.
- **Apprentices** whose pay is set by direct reference to the London Living Wage. Increases to pay are applied in line with any increase announced by the Living Wage Foundation (normally November each year – although this was moved forward to September in 2022). They will not receive the COL pay award increase in July.
- **F9** spot salaries which sit outside of our grading structure, so will not normally be entitled to the pay award.
- **Agency Workers** whose pay arrangements are covered by the Agency Worker Regulations and we are discussing the 23/24 pay award with Hays directly as our contracted temporary agency worker service provider.