

REQUEST FOR SUPPLEMENTARY REVENUE ESTIMATE

PAY HARMONISATION

1. The implementation of the agreed Pay Harmonisation proposals and the increment freeze in November and December will have both a permanent budgetary impact as well as generating one-off costs. The permanent budgetary position confirms that permanent savings of around £550,000 will be delivered against the planned savings target of £2.4m in 2011-12.
2. One-off costs will be incurred in 2011-12 to cover the following items:
 - Congleton Back Pay
 - Base Pay Protection costs
 - Mitigation costs for those staff who lose more than 5% from certain changes
3. It is estimated that total costs of £860,000 will be incurred in 2011-12 across these areas, and a Supplementary Revenue Estimate for up to this amount is requested, to be funded from general reserves. Wherever possible costs will be absorbed within existing budgets.
4. At the end of the financial year 2010-11 specific earmarked reserves totalling £698k were available to meet the likely one off costs of the package.