

TONBRIDGE & MALLING BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

06 April 2009

Report of the Central Services Director

Part 1- Public

Matters for Information

1 COMPARATIVE SALARIES IN KENT

Summary

Responding to Members' concerns regarding the effect of recent Service restructuring, this report seeks to reassure Members that T&MBC salary levels remain competitive.

- 1.1** At the last meeting of this Committee, in the context of reports recommending Service restructures, Members requested that they be kept informed of the effects that such changes might have on T&MBC salaries and on our ability to recruit. Members were concerned that we avoid, in the future, a similar situation to that of a few years ago when it was necessary to award an above average pay award to address 'slippage' in salary levels when compared with other Kent authorities.
- 1.2** Our methodology in recent years has been to use the results of a Kent salary survey undertaken by South East Employers. This year the same survey was not carried out. Instead a survey of authorities in the South East region was published using a different format to the previous Kent surveys.
- 1.3** The results were considered by your Management Team recently, and it was agreed that the format was not as useful a tool as had previously been the case and South East Employers have been requested to undertake the Kent survey in 2009, in its original format.
- 1.4** In summary of the results, apart from a few exceptions, the vast majority of T&MBC comparative roles were found to be within the 10% limits of the survey's median salaries, providing strong evidence that drift has not occurred. The few exceptions related to roles of varying grades and did not point to any need to address any of these individually. Therefore Management Team will not be recommending any changes to our pay structure at this time.
- 1.5** In conclusion, Members should be assured that we will continue to monitor relative salary levels and swiftly bring any disparities likely to cause recruitment or retention problems to Members' attention.

1.6 Legal Implications

1.6.1 None.

1.7 Financial and Value for Money Considerations

1.7.1 None.

1.8 Risk Assessment

1.8.1 The potential for future recruitment and retention difficulties is recognised and will be avoided by on-going monitoring of comparative survey data.

Background papers:

contact: Charlie Steel

Nil

Julie Beilby
Central Services Director