



Joint Staff Committee  
25 November 2019  
Agenda Item 7

ADUR & WORTHING  
COUNCILS

Ward(s) Affected: All Adur

**Referral of Motion on Notice from Adur District Council**

**Report by the Director for Communities**

**1. Purpose**

- 1.1. The report sets out a motion (attached as Appendix 1) referred from the meeting of Adur District Council on the 31 October 2019.
- 1.2. Members of the Joint Staff committee are asked to consider and determine the Motion.

**2. Recommendations**

That the Joint Staff Committee:-

- 2.1. supports the motion as set out in Appendix 1 of the report; or,
- 2.2. requests that additional information be provided in order for the motion to be determined; or,
- 2.3. does not support the motion as set out in Appendix 1 of the report.

### **3. Context**

- 3.1 At its meeting on the 31 October 2019, Adur District Council received a motion from Councillor Lavinia O'Connor, seconded by Councillor Catherine Arnold, which is attached as Appendix 1.
- 3.2 The motion submitted to Council contained subject matter that is within the remit of the Joint Staff Committee, as defined in para 14.4.3 of the Council's Procedure Rules. Therefore, it was moved and seconded, immediately noted by the Council and referred without debate to the Joint Staff Committee for consideration and determination.
- 3.3 Where a motion has been referred by Full Council to the Joint Staff Committee, the mover, or the seconder in the absence of the mover, shall be entitled to attend the relevant meeting of the Committee and explain the motion. Councillor Lavinia O'Connor has been made aware that the motion has been referred to this Committee.

### **4. Issues for consideration**

- 4.1 The Joint Staff Committee is required to consider and determine the motion as set out in Appendix 1.
- 4.2 Members are asked to consider whether they are in possession of sufficient information in order to determine the motion. If additional information is required, the Committee are asked to request that Officers prepare a further report, on the substantive issues, to be presented at a future meeting of the Joint Staff Committee.

### **5. Financial Implications**

- 5.1 The current draft budget for 2020/21 contains a 2% provision for pay awards plus an allowance for any increments that staff may be eligible for. If pay awards are higher than this amount, the costs to the Council per 1% additional increase are estimated to be:

	Increase per 1% pay award £'000	Increase for an 8% additional pay award £'000
Adur - General Fund	102	816
Housing Revenue Account	22	132
Worthing	171	1,368

- 5.2 The proposed 10% uplift would cost both Council's substantial additional sums. However at the same time it is unlikely that the Council will receive any additional funding given that MHCLG have recently indicated an overall increase in funding of 1.7% for 2020/21.
- 5.3 Members should also be aware that the increases to tenants rents within the Housing Revenue Account are limited to a 2.7% increase for 2020/21.
- 5.4 Consequently there may be significant direct financial implications in future depending on the course of action the Joint Staff Committee wishes to take.

## 6. Legal Implications

- 6.1 Rules concerning motions are set out in the Council's Constitution under paragraph 14 of the Council's Procedure Rules.

### Background Papers

Motion to Adur District Council on 31 October 2019

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**Motion to Adur District Council on 31 October 2019**

This council notes

- Government has endured central government funding cuts of nearly 50% since 2010.
- Between 2010 and 2020, councils will have lost 60p out of every £1 they have received from central government.
- The 2019 LGA survey of council finances found that 1 in 3 councils fear they will run out of funding to provide even their statutory, legal duties by 2022/23. This number rises to almost two thirds of councils by 2024/2025 or later.
- The LGA estimates councils will face a funding gap of £8 billion by 2025.
- Faced with these cuts from central government, the local government workforce has endured years of pay restraint with the majority of pay points losing 22 percent of their value since 2009/10.
- At the same time as seeing their pay go down in real terms, workers experience ever increasing workloads and persistent job insecurity. Across the UK, an estimated 876,000 jobs have been lost in local government since June 2010 – a reduction of 30 per cent. Local government has arguably been hit by more severe job losses than any other part of the public sector.
- There has been a disproportionate impact on women, with women making up more than three quarters of the local government workforce.

This council believes

- Our workers are public service super heroes. They keep our communities clean, look after those in need and keep our towns and cities running.
- Without the professionalism and dedication of our staff, the council services our residents rely on would not be deliverable.
- Government funding has been cut to the extent that a proper pay rise could result in a reduction in local government services.
- The government needs to take responsibility and fully fund increases in pay; it should not put the burden on local authorities whose funding has been cut to the bone.

This council resolves to

- Support the pay claim submitted by GMB UNISON and Unite on behalf of council and school workers for a £10 per hour minimum wage and a 10 percent uplift across all other pay points in 2020/21.
- Call on the Local Government Association to make urgent representations to central government to fund the NJC pay claim
- Write to the Chancellor and Secretary of State to call for a pay increase for local government workers to be funded with new money from central government.
- Meet with local NJC union representatives to convey support for the pay claim.
- Encourage all local government workers to join a union.

**Proposed by Councillor Lavinia O'Connor**  
**Seconded by Councillor Catherine Arnold**