

**Board of Directors Meeting
24 August 2021**

Pay Award - 2021

Agenda Item Number:		11.0
Presented for:	Discussion, Decision/Approval	
Report of:	Interim Chief Executive	
Author (s):	Head of HR	
Report History:	NONE	
Publication Under Freedom of Information Act:	This paper can be made available under the Freedom of Information Act 2000 if requested.	
Links to HIF's Objectives		
Deliver an efficient and effective service offering to Harrogate and District Foundation Trust		√
Create strong sustainable partnerships		
Develop sustainable organisational systems		
Develop and maintain a strong, efficient and agile workforce		√
Strengthen the local community through collaboration		

Recommendation:

The Board is requested to review the information within this paper and approve the recommendation.

HIF Board
24th August 2021
PAY AWARD - 2021

1.0 Introduction

- 1.1 The pay award for substantive NHS staff employed under the remit of the NHS Pay Review Body (NHS PRB) was announced by the government last week. The government has accepted the recommendations of the NHS PRB, as outlined in its 34th report, and agreed a 3 per cent uplift which will be backdated to 1 April 2021.
- 1.2 The purpose of this report is to request People and Culture Committee members to recommend to HIF Board, that a [xxxxxx] uplift is [xxxxxx] applied to all HIF pay scales and backdated to April 2021.

2.0 HIF Pay Scales

- 2.1 HIF terms and conditions were formulated on the commencement of the Company and were established through benchmarking similar companies within the area. The terms agreed at the time were ahead of or equal to the marketplace. The basic salary scales mirrored A4C +3% to make the company competitive and assist recruitment of staff which had historically been difficult.
- 2.2 A number of terms and conditions of employment have recently been revised to ensure parity across the Company and HDFT. To maintain this and to ensure fairness and equity across staff groups it is advised that a [xxxxxx] uplift is applied to all HIF pay scales backdated to April 2021.

3.0 Financial Implications

- 3.1 Budget provision is available to support the implementation of a [xxxxxx] uplift, backdated to April 2021.

4.0 Recommendation

- 4.1 The Board are requested to approve the application of a [xxxxxx] uplift to all HIF pay scales backdated to April 2021.