

Response from UNISON

The proposals are a breakaway from the national agreement and break the single status agreements. Hackney are at risk of creating a breaking away from the national pay agreements from other authorities around the country that will impact on terms and conditions.

The pay increases are unfair

Up to SCP 17: average increase 1.81%

SCP 18 – 70: 1%

SM1: 1% on the agreed deal, 4.4% to 4.98% on the new rates

SM2: assuming this grade benefits people on the top of SM1, the pay-rises vary from 12.66% to 20.34%

The report mentions that Senior Officer pay accurately reflects the duties and responsibilities of the post without being excessive, bearing in mind a reduction of over 30% in chief officer numbers in 2015/16, but there are numerous service areas and grades that have also faced a 30% reduction in staff numbers, which has also increased their workload and responsibilities.

Senior managers can and do delegate work down the management reporting lines to much lower paid staff that have faced 30% cuts in staff and they don't have the luxury to delegate work to anyone.

The argument that senior managers are having to do more is replicated all the way down the structure due to funding cuts

The staff that are under most pressure are front line, and also to some extent the lowest level management who are doing more for less. I would feel very uncomfortable with a deal that increases pay at the top by more than pay at the bottom- when most staff get 1%.

The council have an overspent on the Hackney Town Hall repairs and are facing massive budget cuts so this is not the time to increase already highly paid managers salaries

Response from UNITE

At a time when the council is facing significant challenge and when many staff particularly those at the frontline are being asked to do more with less, the proposed increases for the creation of the SM2 grade are unacceptable. They are not supported by the Unite Union, who, maybe mistakenly, are expecting Senior Management to lead from the front when it comes to belt-tightening.

In the last period we have seen estate cleaners, some of the lowest paid staff in the organisation, have their bonus payments removed, we have seen many areas restructured with those that have left on VR having their workload passed onto those that have remained.

We have seen what feels like an increase in private consultants paid over and above the odds.

Many of us work for Hackney out of a sense of service, public spirit and because we actually enjoy the place. In many cases better terms may be on offer elsewhere. Furthermore, we do not accept the argument put forward that this grade needs to be created so that sections can be restructured effectively. Restructures have continued apace without the creation of the SM2 grade. Unite Opposes this and asks the Council to seriously consider how increases above inflation, for the upper quartile of managers looks and feels to ordinary members coping with the rising cost of living which is outstripping and has outstripped council wage rises for some time