

Regional Payroll Network – Note of Meeting

Wednesday 18 May 2022 (10 am) via Teams

NEREO	Mick Brodie
City of Sunderland	John Gregson & Jim Woodlingfield
Durham CC	Paul Eilles & Pamela Smith
Middlesbrough Council	Michelle Conway, Sue Coates, Karen Bainbridge
Hartlepool Council	Kevin Shears & Nicola Hesse
Newcastle upon Tyne	Paula Trott
South Tyneside Council	Christine Walshaw
Xentrall	Mandy Hill, Ann Robinson, Tracy Stephenson, Julie Sinclair & Val Lee
Redcar & Cleveland BC	Karen Willis
North Tyneside	Sharon Cheetham
Gateshead	Lynne Mole

- 1. Introductions and Apologies**
- 2. Matters Arising/Actions/Feedback from meeting 22 September 2021 – no matters**
- 3. Update on Pay Award 2022**

Pay claim not yet submitted, promised for late May, early June. Initial doc attached.

Assumption it will be a big claim!

Changes to forecast for NLW 2024 – revised figure to £10.95 from 1/4/24 (10.58 -11.33 range suggested)

Scp 1 is £9.50 – we still have a big gap (10%)

Increase in Local Government Funding not expected

LGA updating discussion paper for next round of regional pay roadshows (once claim received)

27 June in NE – Heads of HR have been informed

National Employers meeting 25 July

Mick will share news as he receives it

Probably extended and protracted negotiation

Unite did not sign pay award for 2021 and because of disaggregated ballot they are still taking industrial action. Will be very difficult for them to go into negotiations whilst still in dispute.

Craftworkers pay award for 2021 not settled because of Unite issue above.

Jim Woodlingfield – scp 43 people uplifted to this has resulted in change to pension banding – employees therefore receive less pay. Mick Brodie – did not think nationally they would take this into consideration but would mention it.

Can LGPS bandings be amended?

4. Statutory Guidance on disclosure of Severance Payments

Published on 12 May

95K regs repealed. This legislation will replace this

LGA considering the regulation and will be sending guidance in the next advisory bulletin.

Will impact on any form of termination of employment i.e. redundancy, settlement agreements etc

Copy on Gov.uk website

<https://www.gov.uk/government/publications/special-severance-payments>

5. Calculation of holidays

Xentrall – number of different companies – pay a % rate as holiday pay on the pay rather than giving holidays

Sunderland – pay holiday plusage, Middlesbrough/Hartlepool the same

Durham – look at regularity of working – if working regularly then will be given a holiday allowance, managers keep spreadsheet with records. Manager then has the average of hours worked (over 52 week period – last 52 weeks worked if have worked every week or go back max of 104 weeks)

Manager has the responsibility for this and gives the details on a claim form (i.e. pay 1 weeks holiday at average hours – same rate of pay)

Durham – ad hoc casuals pay a %

6. Maternity and Sickness for TTO employees

Holidays for TTO staff – recalculation of holidays when they return from leave

Xentrall – we don't make adjustment

North Tyneside – do make the adjustment for sickness

Newcastle – calculating manually for maternity and sickness.

7. Mockingbird Fostering Payments

Hartlepool – approached by fostering team to set up home carers and peer support for foster carers.

Full time role – attracts an allowance. May be more akin to employment.

8. Mileage

Mileage for agile working

Durham – left base as office and remains that way

Hartlepool – still in limbo on this one and in pilot period for hybrid working

Also issues raised around mileage rates due to increase fuel costs

Gateshead – looking at changing the mileage rate to 52.2 for 3 month review period – difficulties in care staff areas

Newcastle – new agile policy depends on if employee has a base and can only claim from Newcastle boundary (if live outside of area and do not have a base)

9. Teacher's Pensions MCR

Durham – onboarded in October – same issues, Teachers Pensions have been helpful but not many people live, Resourcelink issues paid for consultant. Zellis working with teachers pensions. Massive resource to do manual, some councils have had submissions suspended.

Gateshead live since May 2021 – over a year and having to put a lot of manual effort in – working on this full time.

Sunderland – SAP – Leeds are flagship for SAP – understanding is system can cope.

10. CIPP conference – in Wales 5/6 October

Sunderland – Jim attending

Discount until the end of June

11. AOB

Elections – Newcastle

Payment for returning officer – not NI'able. Sunderland – separate post for returning officer

Some payments are pensionable. – in regulations. Appointment letter should state – auto enrolment details i.e. we suspend pension for 3 months – for those only working on election.

Teachers Indexation

Hartlepool – additional £1 for indexation

Gateshead are writing out to teachers asking if the 3 situations apply – possibly increase pay by £12 for one month only.

Sunderland – waiting for further guidance June/July regulations are being looked at. Couple of academies paid £1 to everyone in the academy. Another all teachers £1. Council not doing anything at the moment. Paid as increased basis pay by £1 per month.

McCloud – c/f to next meeting

Next Meeting - September 2022