



2020 STAFF JOINT PAY CLAIM

It has been a very challenging year for our members, many of whom have made sacrifices and put themselves at risk in order to continue to keep the Council's services functioning as normal.

Our members on the frontline have worked tirelessly to ensure the services of the Test Valley residents continue without disruption, despite the challenges posed by the very real potential of exposure to Covid-19 whilst often being unable to maintaining social distancing measures as per guidelines. This is coupled with an increase in workload caused by a big take-up in new Garden Waste subscriptions and bulky waste collections.

Staff working from home have also made their contributions to the cause - their energy bills will have increased considerably; disruption caused by rooms at home being doubled up as offices (in some cases two offices); and, as with our frontline staff, childcare still needing to be maintained for many whilst schools and nurseries closed.

Similarly to last year, we feel that splitting the increase between higher and lower earners would be more palatable to the public and Council Members, although we recognise that splitting at a similar point to that which was implemented for the 2019/20 financial year may cause problems and the intertwining of pay structures.

We would therefore request that the Council considers the following proposals:

- A **5% pay increase** for staff below Pay Grade SM2, **backdated to 1 April 2020**.
- A **3.5% pay increase** for staff at Pay Grade SM2 level or above, **backdated to 1 April 2020**.
- A **one-off payment** to show thanks and appreciation for those staff who, as key workers within TVBC, **have worked throughout this entire pandemic, on the frontline, through a very difficult and dangerous time**.
- The introduction of a reasonable expenses payment, to be paid monthly and ongoing, for those who have **worked from home** to cover the extra expenditure they will have incurred due to increased household utility bills and costs associated with working from home.

We look forward to your response.

GMB – Berkshire and North Hampshire Branch
 UNISON – Test Valley Branch
 Unite The Union – Test Valley Branch