

## Healthwatch Oxfordshire Board of Directors

Date of Meeting: 24 <sup>th</sup> January 2017	Paper No: 5
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Title of Presentation: Staff Pay Policy
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This paper is for	Discussion		Decision	x	Information	
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<b>Purpose and Executive Summary (if paper longer than 3 pages):</b>       
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<b>Financial Implications of Paper:</b>  A salary cost increase equivalent to CPI annually
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<b>Action Required:</b>  The Board are asked to agree <ul style="list-style-type: none"> <li>• The Staff Pay Policy</li> <li>• To agree to award staff an increment of 1.2% (equal to the Consumer Price Index December 2016) payable from 5 April 2017.</li> </ul>
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## P1. Staff pay policy

The purpose of this policy is to provide guidance to employees on how staff salaries will be appraised on an annual basis.

The Consumer Retail Index for December will be used as a guideline and the Directors will consider salary options at the January Board meeting each year.

Any change will come into force from the beginning of the following financial year.

## **Staff salaries April 2017 - March 2018**

At the Directors' Workshop held on 10 January 2017 the directors decided unanimously to award a salary increase of 1.2 per cent, which is equivalent to the Consumer Price index December 2016, to all members of staff from the beginning of the financial year (6 April 2017).

### **Action**

The Board is asked to ratify this decision.

The Executive Director shall notify staff following ratification of this decision. The Executive Director will be notified by the Chairman accordingly.