

Public Sector Pay in 2020/2021

Wednesday 12th May 2021

TIME: 14:00 – 16:30

Register: for free by 12th May 1:30pm, here at [Eventbrite](#) (A Zoom link will be sent to you).

Last autumn, the Chancellor of the Exchequer, Rishi Sunak, announced a pay freeze for the public sector in 2021/22, with an exemption for NHS staff. The Government has proposed a 1% rise for NHS staff. Meanwhile the Scottish Government has offered pay rises of 4% to NHS staff in Scotland. All this follows a decade of pay controls on the public sector: a pay freeze from 2010, then a 1% limit from 2013/14 to 2017/18. From 2018 to 2020 this policy was relaxed.

The stated rationale for the Chancellor's reimposition of severe pay restraint was the impact of the pandemic on official figures for earnings growth, which went negative in the private sector last summer as hours worked fell and a large number of workers were placed on furlough, in many cases on 80% of pay. But since then earnings growth has recovered.

Our panel of experts will discuss what is happening to pay across the public sector. It will also focus on Government and employer policies and trade union responses. It will also look at different methods of pay determination across the public sector including the Pay Review Bodies. Other issues include comparisons of public and private sector pay, and a focus on the gender pay gap, the ethnicity pay gap, and the future of pay progression. The impact of the pandemic on the labour market will also be considered, especially in the context of recruitment and retention across the public sector.

Our speakers:

Ken Mulkearn, Director, Incomes Data Research - *'Freezes for some but not all: the outlook for pay in the public and private sectors in 2021'*.

Nicola Allison, Remuneration Adviser, Office for Manpower Economics – *'Recruitment, retention and the public sector pay pause'*.

David Powell, Head of Salaries, National Education Union – *'Teacher Pay - the impact of Government policy in the 2010s and prospects for the 2020s'*.

Garry Graham, Deputy General Secretary, Prospect (union) – *'After a decade of pay austerity in the public sector and the government's announcement of a pay "pause"- what is the UK governments "strategy" on pay and reward and the challenge for unions?'*

Introduction to our Speakers:

Ken Mulkearn: is the Director of Incomes Data Research , Ken Mulkearn is the Director of Research at Incomes Data Research. Together with IDR colleagues, he has led a range of research projects for clients such as the Low Pay Commission, the Office for Manpower Economics and employers in both the private and

public services. Ken writes and speaks about pay to a wide range of audiences, including academics and students as well as practitioners.

Nicola Allison: is the Remuneration Adviser for the Office for Manpower Economics. Nicola leads on research and economic issues for the public sector pay review bodies, which set pay increases for the NHS, school teachers, the police, prison officers, the armed forces, senior civil servants and judges.

David Powell: is Lead Officer for Pay Policy and Negotiations at the National Education Union (NEU). David has lead responsibility for pay policy. He also has responsibility for national and other collective negotiations on behalf of the NEU and its members. This includes work relating to the School Teachers' Review Body in England. Originally from Stockton-on-Tees, David is a graduate of the University of Oxford where he read Philosophy, Politics and Economics. David worked in the Civil Service after graduating, before joining the National Union of Teachers in 1993.

Garry Graham: is the Deputy General Secretary of Prospect (the union) and has responsibility for representing over 31,000 professionals, managers and specialists working in the civil service and wider public sector. He has previously worked for the CPSA (a predecessor of PCS) and the FDA. He leads discussions on behalf of Prospect with the Cabinet Office on pay, pensions, redundancy compensation and a range of HR issues. Garry has wide experience of negotiating pay and pay and reward systems in the public and private sector.

This is a free online webinar, open to the public and all are invited, register via Eventbrite.