

FALKIRK COUNCIL

Subject: MARKET SUPPLEMENT POLICY
Meeting: JOINT CONSULTATIVE COMMITTEE
Date: 1st APRIL 2009
Author: DIRECTOR OF CORPORATE & NEIGHBOURHOOD SERVICES

1. INTRODUCTION

- 1.1 Falkirk Council is committed to ensuring the Council's ability to recruit and retain the appropriate calibre of staff for posts across the Council. The development of the Market Supplement Policy is to ensure that Falkirk Council can remain competitive in the external recruitment market and improve recruitment and retention.
- 1.2 A market supplement is a temporary allowance in addition to basic pay in order to bring the salary closer to the 'going rate' in the market.
- 1.3 An Equality Impact Assessment was carried out in January 2009 in relation to this Policy. This Impact Assessment identified no adverse impact.

2. MARKET SUPPLEMENT POLICY

- 2.1 Market supplements are designed to support recruitment and retention of staff, where there is objective evidence that the rate of pay offered, directly contributes to increased labour turnover or an inability to recruit.
- 2.2 The Market Supplement Policy provides guidance in relation to the processes to be followed to ensure objective justification.
- 2.3 Market supplements will only be used when a clear business case is identified and recruitment and retention issues cannot be better addressed through the total benefits package or the work environment i.e. opportunities for development or support and facilities.
- 2.4 Payment of the market supplement will be reviewed on an annual basis to ensure that market conditions still justify the additional payment.

3. RECOMMENDATION

- 3.1 It is recommended that Committee submit the Market Supplement Policy, to Policy and Resources Committee for approval.

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DIRECTOR OF CORPORATE & NEIGHBOURHOOD SERVICES

Date: 5th March 2009
Contact Name: Lynne Grieve, ext 6236

LIST OF BACKGROUND PAPERS

None