


GREENER EALING LIMITED (THE 'COMPANY')


**WRITTEN RESOLUTION OF THE DIRECTORS OF
GREENER EALING LTD, PURSUANT TO THE ARTICLES OF ASSOCIATION**

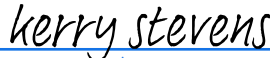
GREENER EALING LTD – 2023/24 PAY AWARD

Pursuant to the authority given by the Company's Articles of Association, and following consideration of the details of the proposed 2023/24 pay award (agreed in principle, by Greener Ealing Ltd. Management and representatives from the GMB union) we, the undersigned, being all the directors for the time being of the Company entitled to receive notice of a meeting and who would be eligible to vote on the following business if proposed at a meeting of directors, hereby RESOLVE:

- (i) To approve the proposed 2023/24 Pay Award, as per the attached cover report.


[Mike Boulton \(Sep 5, 2023 17:04 GMT+1\)](#)
Signed **MIKE BOULT**
DIRECTOR
Date: Sep 5, 2023


[JPavlides \(Sep 7, 2023 16:08 GMT+1\)](#)
Signed **Joanna Pavlides**
DIRECTOR
Date: Sep 7, 2023


[kerry stevens \(Sep 5, 2023 14:14 GMT+1\)](#)
Signed **Kerry Stevens**
DIRECTOR
Date: Sep 5, 2023

| | | | |
|-----------------------|---|----------------------|--|
| Report Title | GEL 2023/24 Pay Award | | |
| Meeting | Greener Ealing Board Written Resolution Supporting Paper | | |
| Date | 4 th September 2023 | Agenda Number | |
| Type of Report | For decision | | |
| Author | Kevin O’Leary/Bill Gilmour can be contacted on gilmourw@greenerrealinq.co.uk | | |
| Background | <p>To note that the 2023/24 pay award for GEL staff has been agreed, in principle, with the GMB, following consultations with their members.</p> <p>This agreement is outside of the GEL budget provision and therefore requires a Board decision.</p> <p>As with last year’s settlement (2022/23) this has been another difficult agreement to secure given the funding constraints and the overall economic position.</p> <p>The Board is asked to approve the proposals set out below for the 2023/24 pay award.</p> | | |

This paper sets out the proposals for the 2023/24 pay award which means that all employees will receive an increase on salary of 5% and this will be backdated to 1st April 2023. The new rates for each grade are as listed in the table below:

| Grade | Hourly Rate 2022/23 | New Hourly Rate 2023/24 |
|-----------------|----------------------------|--------------------------------|
| 1 | £11.96 | £12.56 |
| 2 | £12.44 | £13.06 |
| 3 | £13.20 | £13.86 |
| 4 | £14.48 | £15.20 |
| 5 (Team Leader) | £15.41 | £16.18 |
| 6 (Supervisor) | £16.42 | £17.24 |

Notes:

- The pay award of 5% will be funded as follows:
 - 2.5% from GEL already budgeted for in 2023/24 and agreed in GEL Business Plan;
 - 2.5% recharged to the Council as per the agreement with the Shareholder representative and Assistant Director for Streets Services.
- The LLW rate is currently £11.95 and our grade 1 employees will be paid 61 pence ph in excess of this.

Recommendation

The Board is asked to approve the proposals set out below for the 2023/24 pay award.










GEL Action required - Please review and sign the Written Resolution Pay Award 2023-24 - with amended cover report

Final Audit Report

2023-09-07

| | |
|-----------------|--|
| Created: | 2023-09-05 |
| By: | Lizzie Purewal (Lizzie@bhcsecretaries.co.uk) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAZXwoLf-LhTHW4FPAIbFUinEmnRQn0fiG |

"GEL Action required - Please review and sign the Written Resolution Pay Award 2023-24 - with amended cover report" History


-  Document created by Lizzie Purewal (Lizzie@bhcsecretaries.co.uk)
2023-09-05 - 1:07:36 PM GMT- IP address: 51.183.219.208
-  Document emailed to stevensk@ealing.gov.uk for signature
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-  Document emailed to pavlidej@ealing.gov.uk for signature
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-  Document emailed to mikeboul1@aol.com for signature
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