

# **A SYMPOSIUM ON PUBLIC SECTOR PAY AND WORKFORCE ISSUES: THE END OF AUSTERITY?**

Chair: **Professor Sian Moore**, University of Greenwich

## **Keynote speakers:**

**Ken Mulkearn**, (Editor/author of Pay in the Public Services 2017, published by Incomes Data Research). Ken will cover recent pay outcomes and what they indicate for policy, where policy might be headed and the influences on this (labour markets, Government stance, unions, LP policy). He will also cover the key issues for policy-makers – comparability, pay progression, pay setting machinery, supply and inflation/catch-up.

**Joshua Rawlings**, (Economic Researcher, Office for National Statistics). Joshua's presentation will cover information around the factors affecting earnings using ASHE. The presentation focuses in particular on the differences in public and private sector pay. It presents two statistical models which explore the relationship between mean hourly earnings excluding overtime and a range of independent variables, the estimates of which are based on the 2016 ASHE data and includes a control for the size of the organisation.

## **Other Speakers**

**David Powell**, (Senior salary officer NEU (NUT section, following the merger with ATL)) will cover pay developments in schools, Academies and the STRB. The talk will set out the impact of public sector pay policy since 2010 on teachers in schools and academies. The following issues will be covered: pay restraint; the breakup of the national teacher pay structure; the imposition of performance-related pay; and the consequences of these policy developments for teacher recruitment and retention.

**Peter Gordon**, (Head of terms and conditions of service, British Medical Association) will cover the junior doctors' dispute and the role of the DDPRB. He will outline the BMA's interactions with the DDRB (doctors' pay review body), talk about the junior doctor contract dispute before finishing with a short section on negotiating during austerity.

**Gerry O'Dwyer**, (National Officer Royal College of Nursing). Pay developments for NHS staff. Gerry will highlight the issues in respect of the 2017/18 NHS pay round and the 'claim' made by unions to the Chancellor in advance of the submission of evidence to the NHS Pay Review Body. This will cover in particular the position of nurses and health care assistants and will highlight the issues that have caused them most concern during the period of austerity. He will also discuss the RCN's successful 'Scrap the Cap campaign', as well as the challenges that the RCN can face in considering industrial action.

**Dave Penman**, (General Secretary, First Division Association): Dave will consider the impact of pay policy on senior civil servants and the issues of recruitment and retention of skilled employees in the senior civil service.

## **A panel of experts will then discuss the issues raised**

**Nicola Allison**, Remuneration Advisor, Office of Manpower Economics

**Heather Wakefield**, National Negotiations Officer for Local Government, Unison and Visiting Fellow, University of Greenwich

**Professor Ian Kessler**, Kings College London.