

EMPLOYMENT COMMITTEE – 5 MARCH 2015

CHIEF OFFICER PAY AWARD 2014 - 2016

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to note the action taken by the Chief Executive to implement a pay award for employees covered by the Joint Negotiating Committee (JNC) for Chief Officers (i.e those on grades 18 – 21).

Background

2. The County Council was notified of the nationally negotiated pay award in a letter from the JNC received on 2 February 2015 (Members were verbally notified of this award at the Employment Committee meeting dated 4 February).
3. Although the Council has implemented local pay grades since 2002, the Council has committed to apply JNC pay awards. No pay award has been agreed by the JNC for Chief Officers since 2009.
4. An initial pay award offer of 1% on full-time equivalent basic salary of £99,999 or less as at 31 March 2014 was made by the Employers' Side in July 2014. The final award of 2% followed the national pay award agreed for Local Government Employees, noted by the Employment Committee at its meeting on 4 February 2015.

Key Points

5. The JNC pay award comprises of a 2% increase for Chief Officers on full-time equivalent basic salary of £99,999 or less as at 31 December 2014, effective from 1 January 2015 – 31 March 2016. Within the Council, this applies to employees on Grade 18 and the first pay point of grade 19.
6. A pay award for the same period 2014 - 2016 has yet to be agreed at national level for Chief Executives.

Implementation

7. As the Employment Committee was not due to meet before the end of February, the Chief Executive agreed, following consultation with the Chairman and Spokesmen of the Committee, to exercise his delegated powers in the case of matters of urgency to enable the award to be implemented. This allowed employees to receive the pay increase in February 2015. When action is taken under these powers details have to be reported to the next appropriate meeting of the body concerned.

Recommendations

8. That the report be noted.

Background Papers

None.

Circulation under the Local Issues Alert Procedure

None.

Officer to Contact

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Appendices

Leicestershire County Council Grade Structure January 2015 – March 2016

Equality and Human Rights Implications

None.