



**EMPLOYMENT COMMITTEE**  
**30 JUNE 2016**

**PAY AWARD 2016 – 2018**

**REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

**Purpose of Report.**

1. The purpose of this report is to:-
  - (i). Note the action taken by the Chief Executive to implement a pay award for all employees on Grades 2 – 17 to cover the nationally negotiated, National Joint Council (NJC) pay award for the period 2016 – 2018;
  - (ii). Seek approval to implement the nationally negotiated, Joint Negotiating Committee (JNC) pay award for the same period for all employees on Grades 18 – 22, which includes Chief Officers and the Chief Executive.

**Background**

2. The County Council implemented a new grade structure in 2002 in conjunction with the Hay Job Evaluation Scheme. At that time it was agreed that the County Council, through the Employment Committee, would decide a level of pay award based on the national pay award for Local Government Employees.
3. The previous pay award for County Council employees on grades 2 – 17 covered a 2 year period up to 31 March 2016. A limited JNC pay award covering the same period was made to employees earning up to £99,999 (applicable to employees on grade 18 and the first pay point of grade 19). Employees above this point have not received any pay award since 2009.

**Key Points**

4. The NJC pay award for 2016 - 2018 comprises of two elements:-
  - (i). 1% increase on 1 April 2016 and a further 1% increase on 1 April 2017 on all pay points between 16 and 59 (grades 7 to 17 inclusive);
  - (ii). Higher percentage increases over the same 2 year period on all pay points below pay point 16 (grades 2 to 6 inclusive), ranging from 6.6% to 1.01% respectively in the first year, and 3.4% to 1.3% in the second year. The rationale for the level of increases across the lowest grades is to seek to address the requirements of the National Living Wage, set at £7.20 for 2016/17, but yet to be set for 2017/18.

5. For grades 18 – 21, the national negotiating body is the JNC for Chief Officers and for Grade 22, the JNC for Chief Executives.
6. Both bodies have agreed a 1% pay increase with effect from 1 April 2016 and a further 1% with effect from 1 April 2017.

### **Implementation**

7. With regard to the NJC pay award, as the Employment Committee was not due to meet for some time, 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 allows employees to receive the pay increase in June 2016, backdated to April 2016. When action is taken under these powers details have to be reported to the next appropriate meeting of the body concerned.
8. With regard to the JNC pay awards, these will be implemented in July payroll, backdated to April 2016, subject to Employment Committee approval.

### **Recommendations**

9. The Committee is asked to:-
  - (i). Note the action taken in respect of the implementation of the NJC pay award for employees on grades 2 – 17;  
  
and
  - (ii). Approve the implementation of the JNC pay awards for employees on grades 18 – 22.

### **Officer to Contact:**

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### **List of Appendices**

Appendix A - The Revised Pay Structure 2016 and 2017.

### **Equalities and Human Rights implications**

None.