



## **EMPLOYMENT COMMITTEE – 13 SEPTEMBER 2018**

### **JNC CHIEF OFFICER'S PAY AWARD 2018/20**

#### **REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

##### **Purpose of the Report**

1. The purpose of this report is to detail the action taken by the Chief Executive to implement a pay award for employees on grades 18 – 21 inclusive, in order to meet the requirements of the nationally-agreed JNC Chief Officer's pay award which covers the period from April 2018 to March 2020.

##### **Policy Framework and Previous Decisions**

2. The Chief Executive agreed, following consultation with the Chairman and Spokesmen of the Employment Committee, to exercise his delegated powers in the event of matters of urgency to enable the pay award for 2018/19 to be implemented for employees on grades 18 – 21. This allowed employees to receive the appropriate pay increase within their August 2018 salary, backdated to 1 April 2018. When action is taken under these powers, details must be reported at the next meeting of the Employment Committee.
3. Pay awards were previously agreed by the Committee in relation to the first year of a two-year pay award for JNC employees on grades 2 – 17 inclusive, and the Chief Executive's two-year pay award (JNC), effective from 1 April 2018.

##### **Background**

4. The Council is committed to deciding a level of pay award locally which is based on the national pay award for employees with JNC Chief Officer's conditions of service.
5. The previous pay award for Council employees on grades 18 – 21 covered the two-year period from 1 April 2016 to 31 March 2018, and comprised a 1% increase to basic salaries on 1 April 2016 and a further 1% increase on 1 April 2017.
6. The pay award for employees in grades 18 – 21, covering the period from 1 April 2018 to 31 March 2020, comprises a 2% increase to basic salaries on 1 April 2018 and a further 2% increase on 1 April 2019.

7. It is noted that the pay award for Chief Officers is in line with the pay award for Chief Executives (JNC) agreed in July 2018, which also comprised increases of 2% to basic salaries in for 2018/19 and 2019/20.
8. For reference, the pay award for employees with NJC terms and conditions of service from grade 7 pay point 18 and above also comprised a 2% increase to basic salaries from 1 April 2018, with higher percentage increases on pay points between grade 2 and grade 7 pay point 17 inclusive.
9. The Chief Officer's pay award also includes a commitment from the JNC to cooperate on a joint survey on the levels of stress, workload pressures and unpaid overtime experienced by Chief Officers.

### **Recommendations**

10. It is recommended that the Committee note the action taken in respect of the implementation of the pay award for employees on grades 18 – 21 for the period 1 April 2018 to 31 March 2020.

### **Background Papers**

11. The revised pay scales are attached as Appendix A.

### **Circulation under the Local Issues Alert Procedure**

12. None.

### **Equality and Human Rights Implications**

13. None.

### **List of Appendices**

Appendix A: Leicestershire County Council Grade Structure April 2017March 2019.

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## Leicestershire County Council Grade Structure

April 2017 - March 2019

Grade	Pay Point	Salary from 1 April 2017	Hourly Rate 1 April 2017	Salary from 1 April 2018	Hourly Rate 1 April 2018
2	3	£15,014	£7.78	£16,401	£8.50
3	4	£15,014	£7.78	£16,401	£8.50
	5	£15,119	£7.83	£16,500	£8.55
4	6	£15,244	£7.90	£16,626	£8.61
	7	£15,394	£7.97	£16,776	£8.69
	8	£15,789	£8.18	£16,989	£8.80
5	9	£15,807	£8.19	£17,007	£8.81
	10	£16,026	£8.30	£17,076	£8.84
	11	£16,492	£8.54	£17,394	£9.01
6	12	£16,888	£8.75	£17,790	£9.21
	13	£17,264	£8.94	£18,165	£9.41
	14	£17,643	£9.14	£18,543	£9.60
	15	£18,049	£9.35	£18,849	£9.76
7	16	£18,499	£9.58	£19,299	£10.00
	17	£19,026	£9.85	£19,728	£10.22
	18	£19,568	£10.14	£19,959	£10.34
	19	£20,139	£10.43	£20,544	£10.64
8	20	£20,727	£10.74	£21,144	£10.95
	21	£21,333	£11.05	£21,762	£11.27
	22	£21,964	£11.38	£22,404	£11.60
	23	£22,658	£11.74	£23,112	£11.97
9	24	£23,399	£12.12	£23,868	£12.36
	25	£24,176	£12.52	£24,660	£12.77
	26	£25,000	£12.95	£25,500	£13.21
	27	£25,878	£13.40	£26,397	£13.67
10	28	£26,848	£13.91	£27,387	£14.19
	29	£27,885	£14.44	£28,443	£14.73
	30	£28,975	£15.01	£29,556	£15.31
	31	£30,157	£15.62	£30,762	£15.93

11	32	£30,847	£15.98	£31,464	£16.30
	33	£31,604	£16.37	£32,238	£16.70
	34	£32,421	£16.79	£33,069	£17.13
	35	£33,305	£17.25	£33,972	£17.60
12	36	£34,337	£17.79	£35,025	£18.14
	37	£35,435	£18.35	£36,144	£18.72
	38	£36,604	£18.96	£37,338	£19.34
	39	£37,874	£19.62	£38,631	£20.01
13	40	£39,119	£20.26	£39,903	£20.67
	41	£40,408	£20.93	£41,217	£21.35
	42	£41,764	£21.63	£42,600	£22.07
	43	£43,218	£22.39	£44,082	£22.83
14	44	£44,607	£23.10	£45,501	£23.57
	45	£46,088	£23.87	£47,010	£24.35
	46	£47,658	£24.69	£48,612	£25.18
	47	£49,354	£25.56	£50,343	£26.08
15	48	£50,955	£26.39	£51,975	£26.92
	49	£52,640	£27.27	£53,694	£27.81
	50	£54,403	£28.18	£55,491	£28.74
	51	£56,236	£29.13	£57,363	£29.71
16	52	£58,482		£59,652	
	53	£60,867		£62,085	
	54	£63,416		£64,686	
	55	£66,240		£67,566	
17	56	£69,178		£70,563	
	57	£72,259		£73,704	
	58	£75,491		£77,001	
	59	£78,879		£80,457	
18	60	£81,279		£82,905	
	61	£84,762		£86,457	
	62	£88,380		£90,150	
	63	£92,168		£94,011	
19	64	£101,661		£103,695	
	65	£104,260		£106,347	
	66	£109,171		£111,354	
	67	£114,460		£116,751	
20	68	£118,092		£120,456	

	<b>69</b>	<b>£121,901</b>		<b>£124,341</b>	
	<b>70</b>	<b>£125,929</b>		<b>£128,448</b>	
	<b>71</b>	<b>£130,256</b>		<b>£132,861</b>	
<b>21</b>	<b>72</b>	<b>£128,047</b>		<b>£130,608</b>	
	<b>73</b>	<b>£133,938</b>		<b>£136,617</b>	
	<b>74</b>	<b>£140,099</b>		<b>£142,902</b>	
	<b>75</b>	<b>£146,543</b>		<b>£149,475</b>	
<b>22</b>	<b>76</b>	<b>£171,362</b>		<b>£174,792</b>	
	<b>77</b>	<b>£177,446</b>		<b>£180,996</b>	
	<b>78</b>	<b>£183,837</b>		<b>£187,515</b>	
	<b>79</b>	<b>£195,342</b>		<b>£199,250</b>	

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