



EMPLOYMENT COMMITTEE – 17 SEPTEMBER 2020

PAY AWARDS 2020/21

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to seek approval from the Employment Committee for the implementation of the 2020/21 Pay Awards for staff on NJC terms and conditions, Chief Officers and Chief Executives.

Policy Framework and Previous Decisions

2. This report relates to Item 10 - Pay Policy Statement on the agenda for this meeting.

Background

3. Whilst the Council has adopted local rather than national pay scales, it has remained part of the national pay bargaining machinery and is committed to applying National Joint Council (NJC) pay awards to employees on grades 2 to 17 and Joint Negotiating Committee (JNC) pay awards to employees on grades 18 to 22 inclusive. In order to implement these, it is necessary to seek approval from the Employment Committee.

NJC Pay Award

4. The NJC pay award for the period 1 April 2020 to 31 March 2021 has now been agreed nationally and comprises the following elements:
 - i. An award of 2.75% has been agreed on all spinal column points, with effect from 1 April 2020 and a revised local pay spine is being prepared. This will be available by the date of the Committee's meeting.
 - ii. An agreement to enter into discussions nationally to examine all options for ensuring the sector – and the NJC pay spine - can meet the challenge of the Government's target for the National Living Wage in the coming years.

- iii. An agreement that from 1 April 2020, minimum annual leave will increase from 21 to 22 days for employees with less than five years' service. The minimum annual leave for employees of the County Council is 24 days and exceeds the new minimum.
- iv. An agreement that the Joint Secretaries will begin discussions on "a comprehensive joint national review of the workplace causes of stress and mental health".

Chief Executives' and Chief Officers' Pay Awards

- 5. The JNC for Chief Officers has announced agreement on the pay award to be increased by 2.75% with effect from 1 April 2020.
- 6. The JNC has also agreed to conduct a joint survey of all local authorities in order to establish the extent of the gender pay gap among Chief Officers, after which they will agree a joint approach on how to remove any such gender pay gap.
- 7. The JNC has further agreed to enter into discussions to agree a new package to improve Chief Officers' work-life balance.
- 8. The JNC for Chief Executives has also agreed an increase of 2.75% with effect from 1 April 2020.

Consultation

- 9. Local Trade Union representatives have been advised of the award and will be consulted on the draft pay spine.

Resource Implications

- 10. An estimate of the financial impact of these awards is under preparation and will be provided to the Committee, but provision has been made in the Medium-Term Financial Strategy as this level of increase was anticipated.

Recommendations

- 11. It is recommended that the Committee approve the implementation of the 2020/21 pay awards for NJC staff, Chief Officers and the Chief Executive and note the additional actions to be taken by the national negotiators in addition to the agreements on pay.

Background Papers

- 12. None.

Circulation under the Local Issues Alert Procedure

13. None.

Equality and Human Rights Implications/Other Impact Assessments

14. None.

Officer to Contact

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