



EMPLOYMENT COMMITTEE – 16 SEPTEMBER 2021

PAY POLICY STATEMENT 2022/23

**REPORT OF THE
DIRECTOR OF CORPORATE RESOURCES**

Purpose of Report

1. The purpose of this report is to seek approval for the submission of the Council's Pay Policy Statement for 2022/23, appended to this report, to the County Council for approval in December 2021.

Policy Framework and Previous Decisions

2. On 15 November 2011 the Localism Act received Royal Assent. Under Section 38 of the Act, local authorities in England and Wales are required to produce a Pay Policy Statement for each financial year which must be approved by the Full County Council.
3. This statement must set out the Council's policies in relation to:
 - i. The remuneration of its chief officers;
 - ii. The remuneration of its lowest-paid employees; and
 - iii. The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
4. For the purposes of this statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.
5. The Council is required to publish the Pay Policy Statement for 2022/23 on or before 1 April 2022.
6. The 2020/21 pay structure remains in place at the time of writing although a final offer has been made to the Trade Unions which is yet to be accepted.
7. The Employment Committee will be advised of the 2021/22 pay structure, incorporating the NJC pay award once agreement between the national employers and trade unions has been reached.

Background

8. The proposed Pay Policy Statement attached sets out:
 - i. The Council's approach to job evaluation and grading of posts;
 - ii. Additional payments that employees are eligible to receive, such as night enhancement, overtime;

- iii. The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce, excluding schools but including ESPO) which is 1:9.41;
 - iv. That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;
 - v. The Council's approach to the re-engagement of former employees.
9. The most recently revised pay structure took effect from 1 April 2020, which ensured that the provisions set out by the National Joint Council (NJC) pay award for 2020/21 were met. Future revisions to the 2021/22 pay structure will incorporate retrospective payments once implemented.
10. The current pay structure for all employees up to and including Grade 17 covers the period from 1 April 2020 to 31 March 2021. A pay award covering the same period was also agreed for employees on Joint Negotiating Committee (JNC) terms and conditions for Chief Officers and Chief Executives. These conditions remain in place until further notice.

The 2021/22 Pay Award

11. The National Employers have made a final offer on the pay award for 2021/22 as follows:
- i. With effect from 1 April 2021, an increase of 2.75 per cent on NJC pay point 1
 - ii. With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above
 - iii. Completion of the outstanding work of the joint Term-Time Only review group. (This was established as part of the 2016-18 pay deal to undertake a joint review of term-time working to consider "an NJC approach to deliver fair, consistent and transparent contracts for school support staff and term-time only staff not employed in schools". The review is taking much longer than originally anticipated due to the complex nature of the issues under discussion).
12. For Leicestershire County Council this means that the locally agreed pay spine in respect of grade 2 will need to be reviewed, should the offer be accepted by the trade unions nationally. Currently Unite, Unison and GMB are entering into ballots with their members advising them to reject the offer. The initial trade union request was for a 10% pay increase across the board.

An offer of 1.75% has also been made in respect of Chief Officers and Chief Executives.

Recommendation

13. The Employment Committee is asked to
- a. approve the Pay Policy Statement 2022/23 for submission to the County Council for approval at its meeting on 1 December 2021; and

- b. Note that, following agreement of the 2021/22 pay offer at national level, the 2021/22 pay structure incorporating the NJC 2021/22 pay award will be circulated to the Committee.

Background Papers

None.

Circulation under Local Issues Alert

None.

Equality and Human Rights Implications

14. The grading of all posts in the Council, except Centrally Employed Teachers, is determined using the nationally recognised Hay Job Evaluation Scheme. This is in order to ensure that all posts are graded and therefore rewarded financially through a fair and non-discriminatory process, that there is consistency in treatment between posts and that the Council complies with equal pay legislation.

Appendix

Pay Policy Statement 2022/23

Officer to Contact

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