

REPORT OF THE EMPLOYMENT COMMITTEE

A. PAY POLICY STATEMENT 2022/2023

Introduction

1. This report concerns the Council's proposed Pay Policy Statement 2022/2023.

Background

2. Section 38 of the Localism Act 2011 requires local authorities in England and Wales to produce a Pay Policy Statement for each financial year, which must be approved by full Council.
3. This statement must set out the Council's policies in relation to:
 - a) The remuneration of its Chief Officers;
 - b) The remuneration of its lowest-paid employees; and
 - c) 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 2022/2023 on or before 1st April 2023.

Key Points

6. The proposed Pay Policy Statement which is attached as Appendix A to this report sets out:-
 - a) The Council's approach to job evaluation and grading of posts;
 - b) Additional payments that employees are eligible to receive, such as night enhancement, overtime, etc.;
 - c) 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), is 1:9.41;
 - d) That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;
 - e) The Council's approach to the re-engagement of former employees.
7. 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.
8. 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

9. The National Employers have made a final offer on the pay award for 2021/22 as follows:
 - (a) With effect from 1 April 2021, an increase of 2.75 per cent on NJC pay point 1;
 - (b) With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above;
 - (c) 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).

10. 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.

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

Consideration by Employment Committee

7. The Policy was considered at the meeting of the Employment Committee on 16th September whose decision appears in the motion set out below.

(Motion to be moved:

That the County Council’s Pay Policy Statement 2022/2023, as set out in the Appendix to the report of the Employment Committee, be approved.)

16th September 2021

**Mr L. Breckon
Chairman**

Background Papers

Report of the Director of Corporate Governance to the Employment Committee on 16th September 2021 -

<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=6348&Ver=4>

Appendices

Appendix A – Pay Policy Statement