



## **EMPLOYMENT COMMITTEE – 26 MAY 2022**

### **PAY AWARDS 2021/22** **REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

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

1. The purpose of this report is to:
  - i. Inform the Employment Committee of the action taken by the Chief Executive to implement a pay award for employees on grades 2 – 17 inclusive, in order to meet the requirements of the nationally agreed National Joint Council (NJC) pay award which covers the period 1 April 2021 to 31 March 2022, and,
  - ii. Inform the Committee of the action taken by the Chief Executive to implement the nationally agreed Joint Negotiating Committee (JNC) pay award for Chief Executives covering the same period.

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

2. The Chief Executive agreed, following consultation with the Chairman and Spokesmen of the Employment Committee, to exercise delegated powers in the event of matters of urgency to enable the pay award for 2021/22 to be implemented for NJC and JNC employees, and the Chief Executive. This allowed employees to receive the appropriate pay increase within their March 2022 salary, backdated to 1 April 2021. When action is taken under these powers, details must be reported at the next meeting of the Employment Committee.

#### **Background**

3. The County Council's current grade structure was implemented in 2002 in conjunction with the Hay Job Evaluation Scheme. At that time, it was agreed that the Council, through the Employment Committee, would decide a level of pay award locally which would be based on the national pay award for Local Government Employees.
4. The previous pay award for Council employees on grades 2 – 17 covered the period from 1 April 2020 to 31 March 2021 and comprised a 2.75% increase across the board.

#### **Key Points – NJC award**

5. The pay award for employees on grades 2 – 17, covering the period from 1 April 2021 to 31 March 2021, comprises the following elements:
  - An increase of 2.75% on pay point 1 of the national pay scale (equivalent to pay point 1 in Grade 2 of the Council's pay scale).
  - An increase of 1.75% on pay point 2 (Grade 2) to pay point 54 (Grade 17) inclusive.
  - The NJC has agreed to recommence the review of Term-Time Only working arrangements, which was paused at the outbreak of the COVID-19 pandemic.
  - The NJC has also agreed to enter discussions on homeworking policies, mental health support and maternity / paternity leave.
6. It should be noted that the NJC pay award was agreed by two unions, Unison and GMB. Unite currently hold the position that they remain in dispute.
7. The application of these increases to the Council's local pay scale has resulted in the same salary (£18,342) being allocated to pay points 1 and 2 (Grade 2). A similar situation occurred in 2018/19 when pay points 2 and 3 (Grade 2) and pay point 4 (Grade 3) had the same salary. This was the outcome of several bottom-loaded pay awards in previous years and led to the restructuring of the national NJC pay scale and the Council's local pay scale in April 2019.
8. In addition, pay point 2 is now equivalent to the National Living Wage of £9.50 per hour.
9. Pay briefings for 2022/23 are underway and the national employers anticipate that employees will lodge their pay claim during May 2022, which is later than usual due to the protracted negotiations on the 2021/22 pay award. The National Employers are due to meet on 9 May and a verbal update will be provided to the Committee on 26 May.

#### Key Points - JNC and Chief Executives Award

10. The national pay award for Chief Officers on grades 18 - 22 inclusive was agreed on 3 February 2022 and covers the period 1 April 2021 to 31 March 2022. It comprises a 1.5% increase on all pay points.
11. The national pay award for Chief Executives was agreed on 3 February 2022 and covers the period from 1 April 2021 to 31 March 2022. It comprises a 1.5% increase on all pay points.

#### Resource Implications

12. The cost to the pay bill for 2021/22 is not known at this time.

#### Recommendations

13. It is recommended that the action taken in respect of the implementation of the pay awards for NJC and JNC employees, and the Chief Executive for the period 1 April 2021 to 31 March 2022 be noted.

#### **Background Papers**

14. The Revised pay scales are attached at Appendix A.

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

15. None

#### **Equality and Human Rights Implications/Other Impact Assessments**

19. There are no equality or human rights implications arising from this report.

#### **List of Appendices**

Appendix A: Leicestershire County Council Grade Structure April 2021-March 2022

#### **Officer to Contact**

Gordon McFarlane  
Assistant Director – Corporate Services  
Tel: 0116 305 6123  
Email: [gordon.mcfarlane@leics.gov.uk](mailto:gordon.mcfarlane@leics.gov.uk)

Sarah Short  
HR Service Manager  
Tel: 0116 305 7380  
Email: [sarah.short@leics.gov.uk](mailto:sarah.short@leics.gov.uk)

This page is intentionally left blank