



EMPLOYMENT COMMITTEE – 14 NOVEMBER 2022

PAY AWARDS 2022/23

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 2022/23 Pay Awards for staff on NJC terms and conditions for Chief Officers.

Policy Framework and Previous Decisions

2. This report relates to a report on the Council's Pay Policy Statement 2023/34 which will be considered elsewhere on the agenda for this meeting. The Employment Committee was advised of the 2021/22 Pay Award by briefing note due to the timing of the award in late February this year.

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 2022 to 31 March 2023 has now been agreed nationally and comprises the following elements:
 - i. With effect from 1 April 2022, an increase of £1,925 on all NJC pay points 1 and above;
 - ii. With effect from 1 April 2022, an increase of 4.04% on allowances subject to national negotiations;

- iii. With effect from 1 April 2023, an increase of one day to all employees' annual leave entitlement;
 - iv. With effect from 1 April 2023, the deletion of pay point 1 from the NJC pay spine.
5. The NJC has also agreed with to enter into discussions with the trade unions on homeworking policies, mental health support and maternity and similar family leave policies.
 6. This was a majority agreement as Unite members voted in favour to reject the employers' offer. It is understood that Unite has announced its intention to launch local campaigns to secure pay increases and improved terms and conditions.
 7. Payment of the pay award and associated back pay is being scheduled for December 2022.

Chief Officers' Pay Award

8. The JNC for Chief Officers has announced agreement on the pay award to increase the individual basic salaries of all officers within scope of the JNC for Chief Officers of Local Authorities by £1,925 with effect from 1 April 2022.

Chief Executives' Pay Award

9. The National Employers have made a final one year offer wish to make the following final, one-year offer:

With effect from 1 April 2022, an increase of £1,925 on basic salary.

10. The Association of Local Authority Chief Executives (ALACE) has submitted a revised pay claim that sought, "a minimum percentage increase pitched at 3.5 – 4% in order to retain at least some comparability with other groups in the public sector". The National Employers rejected ALACE's revised claim and reaffirmed the final offer. A meeting between lead members of the National Employers and ALACE has been scheduled for later in November 2022.

Consultation

11. Local Trade Union representatives have been advised of the award and implementation.

Resource Implications

12. The inflation contingency was budgeted for £4.5m and estimate of the impact is around £11.5m, an increase of around £7m.

Recommendations

13. It is recommended that the Committee approves the implementation of the 2022/23 pay awards for NJC staff and Chief Officers and note the position in relation to the pay award for Chief Executives.

Background Papers

14. None.

Circulation under the Local Issues Alert Procedure

15. None.

Equality and Human Rights Implications/Other Impact Assessments

16. None.

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