

REPORT OF THE EMPLOYMENT COMMITTEE

A. PAY POLICY STATEMENT 2024/25

Introduction

1. The purpose of this report is to seek approval for the Council's Pay Policy Statement for 2024/25, appended to this report.

Background

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 2024/25 on or before 1 April 2024.

Key Points

7. 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 1:7.26;
 - (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.
8. The most recently revised pay structure took effect from 1 April 2022, which ensured that the provisions set out by the National Joint Council (NJC) pay award for 2022/23 were met. Since the meeting of Employment Committee, settlements have been agreed for staff on NJC

terms and conditions (grades to 17 inclusive) and also the Chief Executive's pay body. The Chief Officers' pay body agreed a pay deal for 2023/24 earlier in the year. The final 2023/24 pay structure is appended to the pay policy statement.

9. The settlements for each pay body are as follows:
 - With effect from 1 April 2023, an increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive. With effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer (in accordance with Green Book Part 2 Paragraph 5.42);
 - With effect from 1 April 2023, an increase of 3.88 per cent on all allowances (as listed in the 2022 NJC pay agreement circular dated 1 November 2022).
10. When considering the local Leicestershire County Council Pay spine, this has necessitated the removal of the bottom point of the current pay spine to keep ahead of the National Living Wage (NLW), meaning the pay spine starts at point 3 with an hourly rate of £11.42 (the NLW is predicted to be in the region of £11.25 as at 1 April 2024).
11. An offer of 3.5% was accepted by the trade unions representing chief officers on 5 May 2023. This has been implemented for those employees on Chief Officer terms and conditions.
12. Similarly, an offer 3.5% was accepted by the association representing Chief Executives.

Resource Implications

13. It is estimated that this will increase the pay bill by £1.35m as well as oncosts.

Equality 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 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.

Human Rights Implications

15. There are no human rights implications arising from the recommendations in this report.

Consideration by the Employment Committee

16. The Employment Committee at its meeting on 28 September considered the Pay Policy Statement for 2024/25. Members noted that once an agreement on the 2023/24 pay deal had been reached, staff would receive back payments as soon as practicable. The decision of the Employment Committee is reflected in the motion below.

(Motion to be moved: -

That the County Council's Pay Policy Statement 2024/25, as set out in the Appendix to the report of the Employment Committee, be approved.)

28 September 2023

**Mr. L. Breckon
Chairman of the
Employment
Committee**

Background Papers

[Report of the Director of Corporate Resources to the Employment Committee on 28 September 2023](#)

Appendix

Pay Policy Statement

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