



EMPLOYMENT COMMITTEE – 7 DECEMBER 2023

PAY AWARDS 2023/24

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 2023/24 Pay Awards for staff on National Joint Council (NJC) terms and conditions and for Chief Executives.

Policy Framework and Previous Decisions

2. This report relates to the report on the Pay Policy Statement brought to Employment Committee in September 2023.

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 2023 to 31 March 2024 has now been agreed nationally and comprises the following elements:
 - i. With effect from 1 April 2023, an increase of £1,925 on all NJC pay points 2 and above;
 - ii. With effect from 1 April 2023 all locally determined pay points above the maximum of the pay spine but graded below deputy chief officer, should be increased by 3.88 percent.

- iii. For implementation in the local pay spine, spinal point 2 has been removed to ensure compliance with the national living wage. The NJC pay award therefore applies to grades 2-17 inclusive.
 - iv. With effect from 1 April 2023, an increase of 3.88% on allowances subject to national negotiations.
5. The NJC has also agreed that there will be joint exploratory, without prejudice, informal discussions in order to map out the practical considerations of how and when the national pay spine will be reviewed once the future policy direction of the National Living Wage has been confirmed. There will be joint discussions on the broader family leave and pay issues raised in the unions' claim and the NJC's Job Evaluation Technical Working Group shall conduct a review of all the school support staff model role profiles (published in 2013) to see whether any of the terminology needs refreshing to take account of, for example, technological advances and new ways of working that may have taken place over the last ten years.
 6. Until 2020, every NJC pay deal was reached with the agreement of all three constituent unions UNISON, GMB and Unite. Since 2021 pay deals have been reached with just UNISON and GMB. For a third consecutive year, Unite has refused to have its details included in the national 2023 NJC pay agreement circular. This does not prevent a formal collective agreement from being reached as the necessary constitutional requirement for a majority on each side of the NJC to be in favour, has been met.
 7. Payment of the pay award and associated back pay is being scheduled for December 2023.

Chief Officers' Pay Award

8. As reported to Employment Committee in September 2023, the Joint National Council for Chief Officers agreed in May 2023 that the salaries of all officers within scope of the JNC for Chief Officers of local authorities should be increased by 3.50 percent with effect from 1 April 2023.

Chief Executives' Pay Award

9. The Joint National Council for Chief Executives has agreed that individual basic salaries of all officers within scope of the JNC for Chief Executives of local authorities should be increased by 3.50 percent with effect from 1 April 2023.

Consultation

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

Resource Implications

11. The cost to the pay bill is approximately £11.7m against an amount of £10.1m within the central contingency for inflation for 2023/24, which is a gap of £1.6m from the provision made in the budget for 2023/24. The provision was based on an average increase of 5.6% however the settlements give an average of around 6.2%.

Recommendations

12. It is recommended that the Committee approve the implementation of the 2023/24 pay awards for NJC staff and Chief Executives.

Background Papers

13. None.

Circulation under the Local Issues Alert Procedure

14. None.

Equality and Human Rights Implications/Other Impact Assessments

15. None.

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