



EMPLOYMENT COMMITTEE: 26 SEPTEMBER 2024

PAY POLICY STATEMENT 2025/26

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to seek the approval of the Employment Committee to the Council's Pay Policy Statement for 2025/26, attached as Appendix A.

Background

2. On 15th 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:
 - (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 2025/26 on or before 1st April 2025.

Key Points

6. The proposed Pay Policy Statement attached sets out:
 - The Council's approach to job evaluation and grading of posts;
 - Additional payments that employees are eligible to receive, such as night enhancement, overtime;
 - 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 1:6.92;

- That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;
- The Council's approach to the re-engagement of former employees.

The most recently revised pay structure took effect from 1st April 2019, which ensured that the provisions set out by the National Joint Council (NJC) pay award for 2019/20 were met.

7. At the time of writing, the 2023/24 pay structure remains in place for employees on National Joint Council (NJC) terms and conditions and Chief Executive's terms and conditions, as the respective pay awards have not yet been agreed. A pay award for those on Joint Negotiating Committee for Chief Officer (JNC) terms and conditions was agreed in August 2024 and has been implemented.
8. The Employment Committee will be advised of the 2024/25 pay structure, incorporating the NJC pay award once agreement between the national employers and trade unions has been reached.

The 2024/25 Pay Award

9. The National Employers met on 16th May and agreed to make the following one-year (1 April 2024 to 31 March 2025), full and final offer to the unions representing the main local government National Joint Council (NJC) workforce:
 - With effect from 1 April 2024, an increase of £1,290 (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 2024, an increase of 2.50 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 Para 5.41).
 - With effect from 1 April 2024 an increase of 2.50 per cent on all allowances (as listed in the 2023 NJC pay agreement circular dated 1 November 2023).
10. This offer would achieve a bottom rate of pay of £12.26 on the NJC pay spine with effect from 1 April 2024 (which equates to a pay increase of 5.77 per cent for employees on pay point 2) and everyone on the NJC pay spine would receive a minimum 2.50 per cent pay increase.
11. The main unions have responded as follows:
 - UNISON will conduct a ballot for industrial action that will run from 4 September to 16 October.
 - Unite will conduct a ballot for industrial action that will run from 27 August to 15 October.
 - GMB members voted to accept the offer.

12. The National Employers have also made a 2.5% offer on basic salary to the Joint National Council for Chief Executives.

Resource Implications

13. Should the pay award be agreed as outlined above, it is estimated that this will increase the pay bill by around 3.9% which is within the forecasted budget for 2024/25.

Recommendations

14. The Committee is asked to;
- (a) Approve the Pay Policy Statement at Appendix A.
 - (b) Note the current position in respect of the National Joint Council and Chief Executives Pay offers.

Background Papers

15. None.

Circulation under the Local Issues Alert Procedure

16. None

Equalities and Human Rights implications

17. An Equal Pay Audit was presented to the Employment Committee in May 2024.

Officer to Contact:

Lucy Littlefair, Assistant Director, People, Property and Transformation
Leicestershire County Council
Tel: 0116 305 6123
Email: lucy.littlefair@leics.gov.uk

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