



EMPLOYMENT COMMITTEE - 12 DECEMBER 2024

NATIONAL JOINT COUNCIL PAY AWARD AND CHIEF EXECUTIVE PAY AWARD 2024-2025

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to seek approval to implement the nationally negotiated National Joint Council (NJC) and Joint National Council for Chief Executive's pay award for the period 2024 - 2025 for all employees on Grades 2-17 inclusive plus the Chief Executive.

Background

2. 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 NJC pay awards to employees on grades 2-17 inclusive. In order to implement these, it is necessary to seek approval from the Employment Committee.

Key Points

3. Agreement has been reached on NJC rates of pay, applicable from 1 April 2024 (covering the period 1 April 2024 to 31 March 2025). This equates to an increase of £1,290 up to spinal column point 38 (top of grade 13) and 2.5% grades 13-17.
4. The Chief Executives' pay award was also agreed at 2.5%. The Committee received a report outlining this on 26 September 2024.

Implementation

5. Following consultation with the Chairman and Spokesperson of the Committee, implementation for basic pay and back pay in November pay with the increase on for some allowances in December pay.

Recommendations

6. The Committee is asked to approve the implementation of the JNC pay awards for employees on grades 18 – 21.

Background Papers

7. None.

Circulation under the Local Issues Alert Procedure

8. None

Equalities implications

9. There are no equalities implications arising from the recommendations in this report.

Human Rights Implications

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

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