



**EMPLOYMENT COMMITTEE – 12 MARCH 2014**

**PAY AWARD 2013**

**REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

**Purpose of Report**

1. The purpose of this report is note the action taken by the Chief Executive to implement a 1% pay award for all employees on Grades 2–17 with effect from 1 April 2013.

**Background**

2. The County Council implemented a new grade structure in 2002 in conjunction with the Hay Job Evaluation Scheme. At that time it was agreed that the County Council, through the Employment Committee, would decide a level of pay award based on the national pay award for Local Government Employees.
3. No pay award had been made prior to 2013 at national level since 2009. As a result, County Council employees, in line with the vast majority of local government employees, had received no annual pay increase for 4 years. However, a national pay award of 1% was finally agreed in July 2013 effective from 1 April 2013.

**Key Points**

4. No pay award for 2013 was agreed at national level for Chief Executives and Chief Officers. It was therefore recommended that the County Council should only apply the 1% pay award to employees on Grades 2 – 17, who are employed under national conditions for Local Government Employees.
5. The national pay award also adjusted the national pay spine to ensure the lowest pay point did not fall below the National Minimum Wage. This, in turn, required the County Council to delete its lowest pay point, pay point 2 within Grade 2, with employees on that point moving to pay point 3 with effect from 1 October 2013.
6. As employees had not received a pay award for some years, it was agreed that the 1% pay increase should be included in September's pay, together with backdating to 1 April 2013.

**Implementation**

7. As the Employment Committee was not due to meet for some time, the Chief Executive agreed, following consultation with the Chairman and Spokesmen of the Committee, to exercise his delegated powers in the case of matters of urgency to enable the award to be implemented. This allowed employees to receive the pay increase in September 2013. When action is taken under these powers details have to be reported to the next appropriate meeting of the body concerned.

**Recommendation**

8. That the report be noted.

**Background Papers**

9. None.

**Circulation under the Local Issues Alert Procedure**

None.

**Officer to Contact:**

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**List of Appendices**

10. The revised pay scales are attached as Appendix A.

**Equal Opportunities Implications**

None.