

2022/23 PAY AWARD

Presented by the Head of Human Resources

EXECUTIVE SUMMARY

The purpose of this report is to advise Members of the outcome of the national pay award negotiations contractually applicable for employees on scale points 1 to 43 and to reach a decision on whether to set a pay award increase for employees on scale points above this range.

RECOMMENDATIONS

- Members Note: (1) the 2022/23 pay award for officers on the National Joint Council scale as described in paragraphs 1 to 5 of this report; and
- Members Approve: (2) whether to set a pay award for 2022/23 for officers on pay point 44 and above in line with the National Joint Council scale as described in paragraphs 10 to 13 of this report; and
- (3) whether to increase the annual leave entitlement by one day for officers on pay point 44 and above in line with the National Joint Council agreement from 1 April 2023 as described in paragraphs 14 to 15 of this report.

BACKGROUND

- 1 The Authority was notified on 1 November 2022 that agreement had been reached by employers and the relevant unions in respect of the 2022/23 pay award for National Joint Council (NJC) for local government services.
- 2 The agreed pay award effective 1 April 2022 is an increase of £1,925 on all NJC pay points 1 to 43. The new rates are attached in Appendix A to this report.
- 3 Part of this national agreement is to also pay an increased London Weighting Rate for Outer London Allowance (currently £2,011 per annum) with a 4.04% increase to be applied to all officers up to pay point 43 with effect from 1 April

2022, i.e. £2,092 per annum. The Outer London Allowance is not paid to officers on Head of Service grades and above.

- 4 The NJC has also agreed that from 1 April 2023, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine.
- 5 The NJC has also agreed that from 1 April 2023, all employees covered by this National Agreement, regardless of their current leave entitlement or length of service, will receive a permanent increase of one day (pro rata for part-timers) to their annual leave entitlement. The NJC's full expectation is that the additional day's leave will be applied for all NJC staff, regardless of existing local arrangements.
- 6 Senior Managers, Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive are not covered by the national negotiations. This is 15 members of staff. The NJC advice is that where the national scale has been extended locally that in essence this is a local agreement and it is up to the individual employer to decide whether to apply the increase for staff above pay point 43.
- 7 The last nationally agreed pay award for employees on pay points 1 to 43 was in 2021/22 and was an increase of 2.75% on NJC pay point 1 and 1.75% on all NJC pay points 2 to 43.
- 8 Senior Managers, Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive on pay points above those covered by the national negotiations last received a pay award in 2021/22 also at 1.75%, which was approved by Executive Committee in March 2022 (Paper E/758/22).
- 9 Local Authority Chief Executive Officers are covered by separate negotiations with the Joint Negotiating Committee for Chief Executives of Local Authorities (JNC). The JNC has not reached an agreement for Chief Executives of Local Authorities pay for the period 1 April 2022 to 31 March 2023. However, the Chief Executive's pay at this Authority has always followed in line with other Senior Officers of the Authority and not been in the scope of the JNC pay award.

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- 10 Following advice from the NJC it is for Members to determine what, if any, pay award should be applied to Senior Managers, Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive on pay points above those covered by the national negotiations.
- 11 The Authority currently has 15 employees who are on pay points above those covered by the national negotiations.
- 12 All employees on NJC pay points 1 to 43 will receive the increase of £1,925 effective from April 2022. This covers 101 staff.
- 13 Members will recall that the budget for Authority employees was uplifted by 2% for each of the years 2021/22 and 2022/23 to cover the potential cost of pay awards. As of January 2022 the pay deal had not been agreed, but this was subsequently approved at 1.75% for all points above NJC SCP2, and at that time the 2022/23 award had been expected to be similar.

- 14 It is also for Members to determine if the increase to the annual leave entitlement by one day should be applied to Senior Managers, Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive on pay points above those covered by the national negotiations in line with the National Joint Council agreement from 1 April 2023.
- 15 Senior Managers, Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive are currently entitled to 30 days annual leave, which increases to 35 days after five years' service.

ENVIRONMENTAL IMPLICATIONS

- 16 There are no environmental implications arising directly from the recommendations in this report.

FINANCIAL IMPLICATIONS

- 17 A £1,925 pay award on all pay points across the whole Authority, including Senior Officers, represents expenditure of £280,000 including additional employer national insurance and pension contributions.
- 18 The pay rise represents an average increase of 4.99%, with those employees at the bottom of the scale seeing a substantially higher increase of 10.25%, and those on pay point 43 seeing an increase of 4.04%.
- 19 The 2022/23 budget incorporated an allowance for a 2% pay rise, for all officers, which represented an increase to the employee base of £112,000. However, as the agreed pay award is substantially more, this will see an additional £168,000 in 2022/23.
- 20 If officers above pay point 43 are not awarded a pay increase then the saving to the Authority will be circa £36,700 in 2022/23.
- 21 With uncertainty around inflation, and future pay rises, we have provisionally allowed an average of 4% pay rise allowance in the Medium Term Financial Plan for 2023/24.

HUMAN RESOURCE IMPLICATIONS

- 22 These are dealt with in the main body of this report.

LEGAL IMPLICATIONS

- 23 There are no legal implications arising directly from the recommendations in this report.

RISK MANAGEMENT IMPLICATIONS

- 24 There are no risk management implications arising directly from the recommendations in this report.

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PREVIOUS COMMITTEE REPORTS

Executive	E/09/09	Annual Pay Award 2009/10	22 October 2009
Executive	E/300/13	2013/14 Pay Award	26 September 2013
Executive	E/381/14	2014-16 Pay Award	18 December 2014
Executive	E/452/16	2016-18 Pay Award	16 June 2016
Executive	E/561/18	2018/19 and 2019/20 Pay Award	24 May 2018
Executive	E/690/20	2020/21 Pay Award	24 September 2020
Executive	E/758/22	2021/22 Pay Award	10 March 2022

APPENDIX ATTACHED

Appendix A 2022/23 NJC Pay Scales

LIST OF ABBREVIATIONS

NJC	National Joint Council
JNC	Joint Negotiating Committee for Chief Executives of Local Authorities
SCP	Spinal Column Point

□

Local government services pay agreement 2022-23

Employers' Secretary

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To: Chief executives in England, Wales and N Ireland

(additional copies for HR and finance directors)

Members of the National Joint Council

1 November 2022

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2022-23

Employers are encouraged to implement this pay award as swiftly as possible.

Pay

Agreement has been reached on rates of pay applicable from **1 April 2022**. The new pay rates are attached at **Annex 1**.

The new rates for allowances, uprated by 4.04 per cent, are set out at **Annex 2**.

The NJC has agreed that from **1 April 2023**, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine.

Annual leave

The NJC has agreed that from **1 April 2023**, all employees covered by this National Agreement, regardless of their current leave entitlement or length of service, will receive a permanent increase of one day (pro rata for part-timers) to their annual leave entitlement. This may require, in some organisations, that a local agreement has to be reached in order for the extra day to be applied. The NJC's full expectation is that the additional day's leave will be applied for all NJC staff, regardless of existing local arrangements.

The National Agreement Part 2 Para 7.2 will, with effect from **1 April 2023**, be amended to read as follows:

7.2 Annual Leave

With effect from 1 April 2023, the minimum paid annual leave entitlement is twenty-three days with a further three days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.

7.3 The annual leave entitlement of employees leaving or joining an authority is proportionate to their completed service during the leave year.

7.4 Extra Statutory Holidays

Employees shall have an entitlement to two extra statutory days holiday, the timing of which shall be determined by the authority in consultation with the recognised Trade Unions with a view to reaching agreement or added to annual leave by local agreement.

Joint work

The NJC has also agreed to enter into discussions on homeworking policies, mental health support and maternity etc leave.Bc

Backpay for employees who have left employment since 1 April 2022

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2022 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in **section 15 of the HR guide** [<https://www.lgpslibrary.org/assets/gas/ew/HRv4.1c.pdf>] which is available on the **employer resources section** [<https://www.lgpsregs.org/employer-resources/index.php>] of www.lgpsregs.org [<http://www.lgpsregs.org>]

Yours sincerely,

Naomi Cooke, Rachel Harrison, Mike Short

Annex 1

SCP	01-Apr-21	01-Apr-21	01-Apr-22	01-Apr-22
	per annum	per hour	per annum	per hour
1	£18,333	£9.50	£20,258	£10.50
2	£18,516	£9.60	£20,441	£10.60
3	£18,887	£9.79	£20,812	£10.79
4	£19,264	£9.99	£21,189	£10.98
5	£19,650	£10.19	£21,575	£11.18
6	£20,043	£10.39	£21,968	£11.39

7	£20,444	£10.60	£22,369	£11.59
8	£20,852	£10.81	£22,777	£11.81
9	£21,269	£11.02	£23,194	£12.02
10	£21,695	£11.25	£23,620	£12.24
11	£22,129	£11.47	£24,054	£12.47
12	£22,571	£11.70	£24,496	£12.70
13	£23,023	£11.93	£24,948	£12.93
14	£23,484	£12.17	£25,409	£13.17
15	£23,953	£12.42	£25,878	£13.41
16	£24,432	£12.66	£26,357	£13.66
17	£24,920	£12.92	£26,845	£13.91
18	£25,419	£13.18	£27,344	£14.17
19	£25,927	£13.44	£27,852	£14.44
20	£26,446	£13.71	£28,371	£14.71
21	£26,975	£13.98	£28,900	£14.98
22	£27,514	£14.26	£29,439	£15.26

23	£28,226	£14.63	£30,151	£15.63
24	£29,174	£15.12	£31,099	£16.12
25	£30,095	£15.60	£32,020	£16.60
26	£30,984	£16.06	£32,909	£17.06
27	£31,895	£16.53	£33,820	£17.53
28	£32,798	£17.00	£34,723	£18.00
29	£33,486	£17.36	£35,411	£18.35
30	£34,373	£17.82	£36,298	£18.81
31	£35,336	£18.32	£37,261	£19.31
32	£36,371	£18.85	£38,296	£19.85
33	£37,568	£19.47	£39,493	£20.47
34	£38,553	£19.98	£40,478	£20.98
35	£39,571	£20.51	£41,496	£21.51
36	£40,578	£21.03	£42,503	£22.03
37	£41,591	£21.56	£43,516	£22.56
38	£42,614	£22.09	£44,539	£23.09

39	£43,570	£22.58	£45,495	£23.58
40	£44,624	£23.13	£46,549	£24.13
41	£45,648	£23.66	£47,573	£24.66
42	£46,662	£24.19	£48,587	£25.18
43	£47,665	£24.71	£49,590	£25.70

NB: hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week)

Annex 2

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

1 April 2022

£39.24

RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2022 (FORMER APT&C AGREEMENT (PURPLE BOOK))

Paragraph 28(3) Nursery Staffs In Educational Establishments - Special Educational Needs Allowance

1 April 2022

£1,401

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2022

£228

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2022

£165

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2022

£951

Outer Fringe Area:

1 April 2022

£663

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2022

£31.58

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2022

£951

Outer Fringe Area:

1 April 2022

£663

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