

2023/24 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 2023/24 national pay award negotiations contractually applicable for employees on scale points 1 to 43 and to consider the pay award increase for employees on scale points above this range.

RECOMMENDATIONS

- Members Note: (1) the 2023/24 pay award for officers on the National Joint Council scale as described in paragraphs 1 to 4 of this report;
- Members Consider (2) the pay award for 2023/24 for officers on pay point 44 and above in line with the National Joint Council pay award as described in paragraphs 9 to 12 of this report; and
- (3) an increase to 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 13 to 19 of this report.

BACKGROUND

- 1 The Authority was notified on 1 November 2023 that agreement had been reached by employers and the relevant unions in respect of the 2023/24 pay award for National Joint Council (NJC) for local government services.
- 2 The agreed pay award effective 1 April 2023 is an increase of £1,925 on all NJC pay points 2 to 43. The NJC Circular and new pay 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 £2,092 per annum) with a 3.88% increase to be applied to all officers up to pay point 43 with effect from 1 April 2023, i.e. £2,173 per annum. The Authority has previously taken a decision

not to pay the Outer London Allowance to officers on Head of Service grades and above.

- 4 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.
- 5 The Authority's casual workers are paid hourly on rates that align the with the NJC scale hourly rates, so these will also be increased accordingly and backdated where necessary.
- 6 The last nationally agreed pay award for employees on pay points 1 to 43 was in 2022/23 and was an increase of £1,925 on all NJC pay points 2 to 43, with pay point 1 being deleted from April 2023.
- 7 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 2022/23 also with an increase of £1,925, which was approved by Executive Committee in November 2022 (Paper E/787/22).
- 8 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 agreed an increase of 3.5% with effect from 1 April 2023 for all officers within scope of the JNC for Chief Executives of Local Authorities. This pay agreement covers the period 1 April 2023 to 31 March 2024. The JNC Circular is attached at Appendix B to this report. 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.

PAY AWARD 2023/24

- 9 Following advice from the NJC it is for Members to determine what, if any, pay award should be applied to Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive on pay points above those covered by the national negotiations.
- 10 The NJC advised in their pay agreement circular that all locally determined pay points above the maximum of the pay spine but graded below deputy chief officer, should be increased by 3.88%. The NJC circular is attached at Appendix A to this report.
- 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 2 to 43 will receive the increase of £1,925 effective from 1 April 2023. This covers 111 staff.

ANNUAL LEAVE ENTITLEMENT

- 13 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.

- 14 Part of the 2022/23 pay award for staff on NJC terms was one extra day of annual leave with effect from 1 April 2023. So, all staff on pay points 2 to 43 received this extra day of annual leave in this leave year, 1 April 2023 to 31 March 2024.
- 15 However, Members did not agree an increase of one day of annual leave for staff on pay points above those covered by the national negotiations from 1 April 2023.
- 16 At the Authority annual leave entitlement depends on what pay point a member of staff is on and was as per the below prior to 1 April 2023:
- Up to pay point 22 26 days + bank holidays
 - Pay points 23-34 28 days + bank holidays
 - Pay point 35 and above 30 days + bank holidays
- 17 As Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive are on pay points above 35, they fall into the 30 days annual leave category.
- 18 So, from 1 April 2023, following the Member decision in November 2022, this has meant that staff who are on pay points 35 to 43 now get 31 days annual leave per year and those on pay points 44 and above (Heads of Service, Directors, Deputy Chief Executive, Chief Executive) still get 30 days.
- 19 Therefore, there is now an inconsistency in annual leave entitlements which could be considered to be inequitable between staff, with senior managers receiving less annual leave than others, so officers are bringing this to the attention of Members for further consideration.

ENVIRONMENTAL IMPLICATIONS

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

FINANCIAL IMPLICATIONS

- 21 A £1,925 pay award on all pay points 2 to 43 and a 3.88% increase on pay points 44 and above across the whole Authority represents expenditure of £345,000 including additional employer national insurance and pension contributions.
- 22 The pay rise represents an average increase of 5.40% at the Authority, with those employees at the bottom of the scale (SCP2) seeing a substantially higher increase of 9.42%, and those on the top NJC pay point 43 seeing an increase of 3.88%.
- 23 The 2023/24 budget incorporated an allowance for a 4% pay rise for all officers, which represented an increase to the employee base of £255,000.
- 24 If officers above pay point 43 are awarded a pay increase of 3.88% the cost will be circa £65,700 in 2023/24.

- 25 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 2024/25.

HUMAN RESOURCE IMPLICATIONS

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

LEGAL IMPLICATIONS

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

RISK MANAGEMENT IMPLICATIONS

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

Author: Victoria Yates, 01992 709915, vyates@leevalleypark.org.uk

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
Executive	E/787/22	2022/23 Pay Award	17 November 2022

APPENDICES ATTACHED

Appendix A	2023/24 NJC Pay Agreement Circular inc. Pay Scales
Appendix B	2023/24 JNC Pay Agreement Circular

LIST OF ABBREVIATIONS

NJC	National Joint Council
JNC	Joint Negotiating Committee for Chief Executives of Local Authorities



Local Government Services pay agreement 2023

Employers' Secretary

Naomi Cooke

Address for correspondence

Local Government Association

18 Smith Square

London SW1P 3HZ

Tel: 020 7664 3000

[Info@local.gov.uk](mailto:info@local.gov.uk) (mailto:Info@local.gov.uk)

Trade Union Secretaries

Mike Short, UNISON

Sharon Wilde, GMB

Address for correspondence

UNISON Centre

130 Euston Road

London NW1 2AY

Tel: 0800 085 7857

l.government@unison.co.uk (mailto:%20l.government@unison.co.uk)

**To: Chief Executives in England, Wales and N Ireland
(to be shared with Finance Director and HR Director)**

Regional Employer Organisations

Members of the National Joint Council

1 November 2023

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2023

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

Agreement has been reached on rates of pay applicable from **1 April 2023** (covering the period 1 April 2023 to 31 March 2024). The new pay rates are attached at **Annex 1**.

All locally determined pay points above the maximum of the pay spine but graded below deputy chief officer , should be increased by 3.88 per cent, in accordance with Green Book Part 2 Para 5.4 (The Green Book Part 2 Para 5.4 provides that posts paid above the maximum of the pay spine but graded below deputy chief officer are within scope of the NJC. The pay levels for such posts are determined locally, but once fixed are increased in line with agreements reached by the NJC).

The new rates for allowances , uprated by 3.88 per cent , are set out at **Annex 2**.

Joint work

It has been agreed that:

- there will be joint exploratory, without prejudice, informal discussions in order to map out the practical considerations of how and when the 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
- 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

Backpay for employees who have left employment since 1 April 2023

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2023 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 \(https://www.lgpslibrary.org/assets/gas/ew/HRv4.1c.pdf\)](https://www.lgpslibrary.org/assets/gas/ew/HRv4.1c.pdf) and the [Backdated Pay Award FAQs \(https://lgpslibrary.org/assets/gas/ew/Pay%20award%20FAQs%20v1.0.pdf\)](https://lgpslibrary.org/assets/gas/ew/Pay%20award%20FAQs%20v1.0.pdf), which are available on the [employer resources section \(https://www.lgpsregs.org/employer-resources/index.php\)](https://www.lgpsregs.org/employer-resources/index.php) of [www.lgpsregs.org \(http://www.lgpsregs.org\)](http://www.lgpsregs.org).

Yours faithfully,

Naomi Cooke, Mike Short, Sharon Wilde.

Annex 1

SCP	01-Apr-22	01-Apr-23		
	per annum	per hour	per annum	per hour
1	£20,258	£10.50	<i>Deleted wef 01 Apr 23</i>	
2	£20,441	£10.60	£22,366	£11.59
3	£20,812	£10.79	£22,737	£11.79
4	£21,189	£10.98	£23,114	£11.98
5	£21,575	£11.18	£23,500	£12.18
6	£21,968	£11.39	£23,893	£12.38

7	£22,369	£11.59	£24,294	£12.59
8	£22,777	£11.81	£24,702	£12.80
9	£23,194	£12.02	£25,119	£13.02
10	£23,620	£12.24	£25,545	£13.24
11	£24,054	£12.47	£25,979	£13.47
12	£24,496	£12.70	£26,421	£13.69
13	£24,948	£12.93	£26,873	£13.93
14	£25,409	£13.17	£27,334	£14.17
15	£25,878	£13.41	£27,803	£14.41
16	£26,357	£13.66	£28,282	£14.66
17	£26,845	£13.91	£28,770	£14.91
18	£27,344	£14.17	£29,269	£15.17
19	£27,852	£14.44	£29,777	£15.43
20	£28,371	£14.71	£30,296	£15.70
21	£28,900	£14.98	£30,825	£15.98
22	£29,439	£15.26	£31,364	£16.26
23	£30,151	£15.63	£32,076	£16.63
24	£31,099	£16.12	£33,024	£17.12
25	£32,020	£16.60	£33,945	£17.59
26	£32,909	£17.06	£34,834	£18.06
27	£33,820	£17.53	£35,745	£18.53

28	£34,723	£18.00	£36,648	£19.00
29	£35,411	£18.35	£37,336	£19.35
30	£36,298	£18.81	£38,223	£19.81
31	£37,261	£19.31	£39,186	£20.31
32	£38,296	£19.85	£40,221	£20.85
33	£39,493	£20.47	£41,418	£21.47
34	£40,478	£20.98	£42,403	£21.98
35	£41,496	£21.51	£43,421	£22.51
36	£42,503	£22.03	£44,428	£23.03
37	£43,516	£22.56	£45,441	£23.55
38	£44,539	£23.09	£46,464	£24.08
39	£45,495	£23.58	£47,420	£24.58
40	£46,549	£24.13	£48,474	£25.13
41	£47,573	£24.66	£49,498	£25.66
42	£48,587	£25.18	£50,512	£26.18
43	£49,590	£25.70	£51,515	£26.70

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 2023

£40.76

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2023
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 April 2023

£1,455

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2023

£237

**City and Guilds Laboratory Technician's Advanced Certificate
Allowance:**

1 April 2023

£171

**Paragraph 32 London Weighting and Fringe Area Allowances £ Per
Annum**

Inner Fringe Area:

1 April 2023

£988

Outer Fringe Area:

1 April 2023

£689

**Paragraph 36 Standby Duty Allowance - Social Workers (1)(a)(i)
Allowance - Per Session**

1 April 2023

£32.81

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2023

£988

Outer Fringe Area:

1 April 2023

£689

This page is blank



Chief executives' pay agreement 2023

Chief Executives of Local Authorities

To: Chief Executives in England and Wales (N Ireland for Information)

(to be shared with Finance Director and HR Director)

Regional Employer Organisations

Members of the Joint Negotiating Committee

1 November 2023

Dear Chief Executive,

CHIEF EXECUTIVES' PAY AGREEMENT 2023

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

Agreement has now been reached on the pay award applicable from 1 April 2023 (covering the period 1 April 2023 to 31 March 2024).

The individual basic salaries (Basic salary should exclude other separately identified payments such as Returning Officer fees etc) of all officers within scope of the JNC for Chief Executives of local authorities should be increased by 3.50 per cent with effect from 1 April 2023.

Backpay for employees who have left employment since 1 April 2023

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2023 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>) and the **Backdated Pay Award FAQs** (<https://lgpslibrary.org/assets/gas/ew/Pay%20award%20FAQs%20v1.0.pdf>), which are available on the **employer resources section** (<https://www.lgpsregs.org/employer-resources/index.php>) of www.lgpsregs.org (<http://www.lgpsregs.org>).

Yours faithfully,

Naomi Cooke
Ian Miller

Joint Secretaries

Employers' Secretary:

Naomi Cooke
Local Government Association
18 Smith Square
London
SW1P 3HZ

Info@local.gov.uk (mailto: Info@local.gov.uk)

Officers' Secretary:

Ian Miller
Hon Secretary
ALACE

alacehonsel@yahoo.co.uk (mailto: alacehonsel@yahoo.co.uk)