



**LEE VALLEY REGIONAL PARK AUTHORITY**  
**EXECUTIVE COMMITTEE**  
**21 NOVEMBER 2024 AT 10:00**

**Agenda Item No:**

**5**

**Report No:**

**E/868/24**

## **2024/25 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 2024/25 national pay award negotiations contractually applicable for employees on scale points 2 to 43 and to consider the pay award increase for employees on scale points above this range.

### **RECOMMENDATIONS**

- Members Note:
- (1) the 2024/25 pay award for officers on the National Joint Council scale as described in paragraphs 1 to 3 of this report;
  - (2) the 2024/25 pay award for the Chairman and Vice Chairman in line with the National Joint Council pay award as described in paragraph 14 of this report; and
- Members Consider:
- (3) the 2024/25 pay award for officers on pay point 44 and above in line with the National Joint Council pay award as described in paragraphs 10 to 12 of this report.

### **BACKGROUND**

- 1 The Authority was notified on 24 October 2024 that agreement had been reached by employers and the relevant unions in respect of the 2024/25 pay award for National Joint Council (NJC) for Local Government Services.
- 2 The agreed pay award effective 1 April 2024 is an increase of £1,290 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 £2,173 per annum) with a 2.5% increase from 1 April 2024, i.e. £2,227 per annum. The Authority has previously taken a decision not to pay the Outer London Allowance to officers on Head of Service pay grades and above.

- 4 The Authority's senior officers which include Heads of Service, Corporate Directors, the Deputy Chief Executive and the Chief Executive are not covered by the national negotiations. This applies to 16 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 In March 2006 at the Appraisal and Remuneration Committee (Paper AR3) Members took a decision to implement a local pay framework at Lee Valley Regional Park Authority to provide discretion to reward job performance and take into account external market conditions, for Heads of Service and above.
- 6 The Authority's casual workers are paid hourly on rates that align with the NJC scale hourly rates, so these will also be increased accordingly and backdated where necessary.
- 7 The previous nationally agreed pay award for employees on pay points 2 to 43 was in 2023/24 and was an increase of £1,925 on all NJC pay points 2 to 43, and a recommendation of a 3.88% rise for those above SCP43.
- 8 Heads of Service, Corporate 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 2023/24 also with an increase of 3.88% (in line with the national pay award), which was approved by Executive Committee in November 2023 (Paper E/826/23).
- 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 agreed an increase of 2.5% with effect from 1 April 2024 for all officers within scope of the JNC for Chief Executives of Local Authorities. This pay agreement covers the period 1 April 2024 to 31 March 2025. 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 2024/25**

- 10 Following advice from the NJC it is for Members to determine what, if any, pay award should be applied to Senior Officers, Heads of Service, Corporate Directors, the Deputy Chief Executive and the Chief Executive on pay points above those covered by the national negotiations.
- 11 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 2.5%. The NJC circular is attached at Appendix A to this report.
- 12 The Authority currently has 16 employees who are on pay points above those covered by the national negotiations.
- 13 All employees on NJC pay points 2 to 43 will receive the increase of £1,290 effective from 1 April 2024. This covers 107 staff.

- 14 The Chairman and Vice-Chairman will receive an increase of 2.5% on their allowance effective from 1 April 2024. It was approved by Authority in October 2023 (Paper A/4343/23) that the Authority annually index link the allowances paid to the Chairman and Vice-Chairman to the percentage annual increase for local government staff as agreed each year by the National Joint Council for Local Government Services.

### **ENVIRONMENTAL IMPLICATIONS**

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

### **FINANCIAL IMPLICATIONS**

- 16 A £1,290 pay award on all pay points 2 to 43 and a 2.5% increase on pay points 44 and above across the whole Authority represents expenditure of £233,500 including additional employer national insurance and pension contributions.
- 17 The pay rise represents an average increase of 3.40% at the Authority, with those employees at the bottom of the scale (pay point 2) seeing a substantially higher increase of 5.77%, and those on the top NJC pay point 43 seeing an increase of 2.5%.
- 18 The 2024/25 budget incorporated an allowance for a 4% pay rise for all officers, which represented an increase to the employee base of £275,300.
- 19 If officers above pay point 43 are also awarded a pay increase of 2.5% the cost will be circa £45,400 in 2024/25 compared to a budgeted increase of £73,000.
- 20 If all officers, including those above point 43, receive a pay increase, the budget saving for 2024/25 will be £41,800. If officers above point 43 don't receive the 2.5% increase, the total budget saving £87,200.
- 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 2025/26.

### **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.

**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
Executive	E/826/23	2023/24 Pay Award	23 November 2023

**APPENDICES ATTACHED**

Appendix A	2024/25 NJC Pay Agreement Circular
Appendix B	2024/25 JNC Pay Agreement Circular

**LIST OF ABBREVIATIONS**

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

# National Joint Council for local government services

**Employers' Secretary**  
Naomi Cooke

**Trade Union Secretaries**

Mike Short, UNISON  
Sharon Wilde, GMB

**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)

**Address for correspondence**  
UNISON Centre  
130 Euston Road  
London NW1 2AY  
Tel: 0845 3550845  
[l.government@unison.co.uk](mailto:l.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**

22 October 2024

Dear Chief Executive,

## **LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2024**

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

Agreement has been reached on rates of pay applicable from **1 April 2024** (covering the period 1 April 2024 to 31 March 2025). The new pay rates, each increased by £1,290 per annum, 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 2.50 per cent, in accordance with Green Book Part 2 Para 5.4<sup>1</sup>.

The new rates for allowances, uprated by 2.50 per cent, are set out at **Annex 2**.

### **Joint work**

It has been agreed that there will be joint discussions on how the NJC can capture gender, ethnicity and disability pay gap information that will be of most benefit to the sector.

### **Backpay for employees who have left employment since 1 April 2024**

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2024 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.

---

<sup>1</sup> 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.

Further detail is provided in [section 15 of the HR guide](#) and the [Backdated Pay Award FAQs](#), which are available on the [employer resources section](#) of [www.lgpsregs.org](http://www.lgpsregs.org).

Yours faithfully,

*Naomi  
Cooke*

**Naomi Cooke**

*M. R. Short*

**Mike Short**

*Sharon Wilde*

**Sharon Wilde**

## ANNEX 1

SCP	01-Apr-23		01-Apr-24	
	per annum	per hour	per annum	per hour
1	<i>Deleted wef 01 Apr 23</i>			
2	£22,366	£11.59	£23,656	£12.26
3	£22,737	£11.79	£24,027	£12.45
4	£23,114	£11.98	£24,404	£12.65
5	£23,500	£12.18	£24,790	£12.85
6	£23,893	£12.38	£25,183	£13.05
7	£24,294	£12.59	£25,584	£13.26
8	£24,702	£12.80	£25,992	£13.47
9	£25,119	£13.02	£26,409	£13.69
10	£25,545	£13.24	£26,835	£13.91
11	£25,979	£13.47	£27,269	£14.13
12	£26,421	£13.69	£27,711	£14.36
13	£26,873	£13.93	£28,163	£14.60
14	£27,334	£14.17	£28,624	£14.84
15	£27,803	£14.41	£29,093	£15.08
16	£28,282	£14.66	£29,572	£15.33
17	£28,770	£14.91	£30,060	£15.58
18	£29,269	£15.17	£30,559	£15.84
19	£29,777	£15.43	£31,067	£16.10
20	£30,296	£15.70	£31,586	£16.37
21	£30,825	£15.98	£32,115	£16.65
22	£31,364	£16.26	£32,654	£16.93
23	£32,076	£16.63	£33,366	£17.29
24	£33,024	£17.12	£34,314	£17.79
25	£33,945	£17.59	£35,235	£18.26
26	£34,834	£18.06	£36,124	£18.72
27	£35,745	£18.53	£37,035	£19.20
28	£36,648	£19.00	£37,938	£19.66
29	£37,336	£19.35	£38,626	£20.02
30	£38,223	£19.81	£39,513	£20.48
31	£39,186	£20.31	£40,476	£20.98
32	£40,221	£20.85	£41,511	£21.52
33	£41,418	£21.47	£42,708	£22.14
34	£42,403	£21.98	£43,693	£22.65
35	£43,421	£22.51	£44,711	£23.17
36	£44,428	£23.03	£45,718	£23.70
37	£45,441	£23.55	£46,731	£24.22
38	£46,464	£24.08	£47,754	£24.75
39	£47,420	£24.58	£48,710	£25.25
40	£48,474	£25.13	£49,764	£25.79
41	£49,498	£25.66	£50,788	£26.32
42	£50,512	£26.18	£51,802	£26.85
43	£51,515	£26.70	£52,805	£27.37

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)

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

**1 April 2024**  
£41.78

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2024  
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

**1 April 2024**  
£1,491

**Paragraph 28(14) Laboratory / Workshop Technicians**

City and Guilds Science Laboratory Technician's Certificate Allowance:

**1 April 2024**  
£243

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

**1 April 2024**  
£175

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

Inner Fringe Area:

**1 April 2024**  
£1,013

Outer Fringe Area:

**1 April 2024**  
£706

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

**1 April 2024**  
£33.63



**FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)**

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

Inner Fringe Area:

**1 April 2024**

£1,013

Outer Fringe Area:

**1 April 2024**

£706

This page is blank

① Resetting the relationship between local and national government. Read our **Local Government White Paper** (<https://www.local.gov.uk/local-government-white-paper>)



## Chief executives' pay agreement 2024

### Joint Negotiating Committee for 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

22 October 2024

Dear Chief Executive,

### Chief executives' pay agreement 2024

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 2024** (covering the period 1 April 2024 to 31 March 2025).

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 **2.50 per cent** with effect from 1 April 2024.

## **Backpay for employees who have left employment since 1 April 2024**

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2024 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://lgpslibrary.org/assets/gas/ew/HRv4.5c.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)** (<http://www.lgpsregs.org>).

Yours faithfully,

Naomi Cooke

Kathryn Hall

**Joint Secretaries**

### **Employers' Secretary:**

Naomi Cooke

Local Government Association

18 Smith Square

London

SW1P 3HZ

**[info@local.gov.uk](mailto:info@local.gov.uk)** (<mailto:info@local.gov.uk>)

### **Officers' Secretary:**

Kathryn Hall

Honorary Secretary

ALACE

**[Kathryn.Hall@midsussex.gov.uk](mailto:Kathryn.Hall@midsussex.gov.uk)** ([mailto: Kathryn.Hall@midsussex.gov.uk](mailto:Kathryn.Hall@midsussex.gov.uk))