

Committee: **Special Council**

Date of Meeting: **21st December, 2022**

Report Subject: **NJC Local Government Services Pay Agreement 2022-2023 – Additional Annual Leave**

Portfolio Holder: **Councillor Stephen Thomas, Leader / Cabinet Member
Corporate Overview and Performance**

Report Submitted by: **Andrea J Prosser, Head of Organisational
Development**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance & Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
X	FOR INFO ONLY						21/12/2022	

1 Purpose of the Report

- 1.1 To advise Council of the National Joint Council (NJC) for Local Government Services Pay Agreement, in particular the increase of 1 day's annual leave and for Council to consider the leave entitlement for Chief Officers and the Chief Executive.

2 Scope and Background

NJC Staff

- 2.1 On the 1st November 2022, the NJC for Local Government Services, wrote to all Local Authorities advising that a pay agreement for 2022/23 had been reached with the Joint Trade Unions. The main features of the pay award are as follows:
- An uplift of £1,925 on each spinal column point (SCP).
 - SCP 1 to be permanently deleted from the NJC Pay Spine with effect from 1st April 2023.
 - A permanent increase of one day's annual leave (pro rata for part time staff) for each member of staff covered by the National Agreement, regardless of their current leave entitlement or length of service, with effect from 1st April 2023.
- 2.2 A salary uplift of £1,925 on each SCP has already been implemented by the Council as per the pay agreement, including back pay which was paid to all relevant staff in November's pay.
- 2.3 The Council will remove SCP 1 from the pay and grading structure with effect from the 1st April 2022. Staff who are paid on SCP 1 at that time, will be automatically moved to SCP 2. As already noted by the NJC, removal of SCP 1, plus the uplift of the National Minimum Wage (NMW) will put

pressure on the NJC's Pay Spine. This has further complications for the Council as SCP 2 will be the only remaining SCP in Grade 1, which has the same salary level as SCP 3 at the bottom of Grade 2. As a result, there will also be Job Evaluation implications that the Council will need to consider. Payroll will lead on a fundamental review of the Council's Pay & Grading Structure next year.

2.4 NJC staff are currently entitled to 25 days annual leave, increasing to 30 days (pro rata for part staff) after 5 years continuous Local Government service. In line with the National Agreement, staff will be entitled to 26 days and 31 days respectively (pro rata for part time staff), with effect from 1st April 2023. The additional days leave will be added to all employees 2023 entitlement at the beginning of their birth month, in line with the Council's birth month entitlement year. This is the most efficient way of managing the implementation to avoid complicated pro rata entitlement calculations for Managers. The Trade Unions have been consulted on this and agree with this approach.

2.5 **Joint Negotiating Committee (JNC) for Chief Officers**

The JNC for Chief Officers confirmed on the 1st November 2022, that a pay agreement had been reached with the Joint Trade Unions. An uplift of £1,925 on individual basic salaries of all officers within scope of the JNC for Chief Officers of Local Authorities has been implemented by the Council, including the payment of back pay in November's pay for all relevant staff.

2.6 No additional annual leave was negotiated as part of the Chief Officer Pay Agreement. Chief Officers are currently entitled to 30 days annual leave (pro rata for part time staff) regardless of length of service.

2.7 **Joint Negotiating Committee for Chief Executives**

The JNC for Chief Executives confirmed on the 28th November 2022, that a pay agreement had been reached with the Joint Trade Unions. An uplift of £1,925 on individual basic salaries of all officers within scope of the JNC for Chief Executives of Local Authorities will be implemented by the Council, including back pay in December's pay for the Chief Executive.

2.8 No additional annual leave was negotiated as part of the Chief Executive Pay Agreement. Chief Officers are currently entitled to 30 days annual leave (pro rata for part time staff) regardless of length of service.

Annual Leave Current Position

2.9 When the additional annual leave day is implemented, it will mean that NJC staff with over 5 years' service will have a greater entitlement to leave than the Council's JNC Chief Officers and Chief Executive.

2.10 Soulbury staff are currently entitled to 25 days annual leave, increasing to 30 days (pro rata for part time staff) after 5 years' service. When the additional annual leave day is implemented, NJC staff will have a greater entitlement to leave than the Council's Soulbury staff. Soulbury pay

negotiations have not yet been finalised and on this basis, it is recommended that the Council await the outcome of the pay negotiations for this category of staff before considering the leave entitlement.

3 **Options for recommendation**

3.1 **Option 1** – Council to agree an uplift of one day annual leave (pro rata for part time staff) for the Council’s JNC Chief Officers and Chief Executive.

3.2 **Option 2** – Council does not agree an uplift in annual leave for the Council’s JNC Chief Officers and Chief Executive.

4 **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

N/A

5. **Implications Against Each Option**

5.1 ***Impact on Budget (short and long term impact)***

Option1 - Financial implications will only apply to front line workers where replacement costs are applicable. It is unlikely that any JNC posts would incur replacement costs for the additional annual leave day.

Option 2 – No financial implications.

5.2 ***Risk including Mitigating Actions***

N/A

5.3 ***Legal***

N/A

5.4 ***Human Resources***

Option 1 would ensure that the Council’s workforce has a consistent entitlement to annual leave across the workforce. If Council approve Option 1, a new Local Agreement will need to be drafted and signed by with the Joint Trade Unions as this would be in addition to the national terms and conditions of employment.

6 **Supporting Evidence**

6.1 ***Performance Information and Data***

N/A

6.2 ***Expected outcome for the public***

N/A

6.3 ***Involvement (consultation, engagement, participation)***

Organisational Development has consulted with the Joint Trade Unions who support option 1.

6.4 **Thinking for the Long term (forward planning)**

N/A

6.5 **Preventative focus**

N/A

6.6 **Collaboration / partnership working**

N/A

6.7 **Integration (across service areas)**

N/A

6.8 **Decarbonisation and Reducing Carbon Emissions**

N/A

6.9a **Socio Economic Duty Impact Assessment** (complete an impact assessment to consider how the decision might help to reduce the inequalities of outcome associated with socio-economic disadvantage).

N/A

6.9b **Equality Impact Assessment** (screening and identifying if full impact assessment is needed)

N/A

7. **Monitoring Arrangements**

N/A

Background Documents /Electronic Links

- NJC Pay Agreement



LGS Pay 01Apr22.pdf

- JNC Chief Officer Pay Agreement



Chf Officer Pay
01Apr22.pdf

- JNC Chief Executive Pay Agreement



Chf Exec Pay
01Apr22.pdf