

2021/22 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 2021/22 pay award for officers in the National Joint Council (NJC) scale as described in paragraphs 2 and 3 of this report; and
- Members Approve (2) whether to set a pay award for 2021/22 for officers on scale point 44 and above in line with the National Joint Council (NJC) scale as described in paragraphs 10 to 14 of this report.

BACKGROUND

- 1 The Authority was notified on 28 February 2022 that agreement had been reached by employers and the relevant unions in respect of the pay award for National Joint Council (NJC) for local government services.
- 2 The agreed pay award effective 1 April 2021 is an increase of 2.75% on NJC pay point 1 and 1.75% on all NJC pay points 2 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 £1,976 per annum) with 1.75% to be applied to all officers up to scale point 43 with effect from 1 April 2021, i.e. £2,011 per annum. The rates applicable are attached in Appendix B to this report. The Outer London Allowance is not paid to officers on Head of Service grades and above.
- 4 Senior Managers, Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive are not covered by the national negotiations. 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 scale point 43.

- 5 The last nationally agreed pay award for employees on scale points 1 to 43 was in 2020/21 and was 2.75%.
- 6 Senior Managers, Heads of Service, Directors, the Deputy Chief Executive and the Chief Executive on scale points above those covered by the national negotiations last received a pay award in 2020/21 also at 2.75%, which was approved by Executive Committee in September 2020 (Paper E/690/20).
- 7 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 1.5% with effect from 1 April 2021 for individual basic salaries of all officers within scope of the JNC for Chief Executives of Local Authorities. This pay agreement covers the period 1 April 2021 to 31 March 2022. The JNC circular is attached at Appendix C 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.

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- 8 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 scale points above those covered by the national negotiations.
- 9 The Authority currently has 16 employees who are on scale points above those covered by the national negotiations, which includes 2 employees who will TUPE transfer to GLL on 1 April 2022. So, 14 of these employees will remain in the Authority.
- 10 All employees on scale point 1 will receive the 2.75% increase from April 2021 and all employees on scale points 2 to 43 will receive the 1.75% increase from April 2021. This covers 160 staff, which includes 69 staff who will TUPE transfer to GLL on 1 April 2022. So, 91 of these staff will remain in the Authority.
- 11 Members will recall that the budget for Authority employees was initially uplifted by 2% in 2021/22 to cover the potential cost of pay awards. With the decision to retain the LSC venues for an additional year from 1 April 2021, the Management Fee budget did include an inflation allowance to cover pay rise and increments for those employees related to the venues.
- 12 A further 2% pay rise allowance is included within the Medium Term Financial Plan for future years from 2022/23.

ENVIRONMENTAL IMPLICATIONS

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

FINANCIAL IMPLICATIONS

- 14 A 1.75% pay award across the whole Authority, including Senior Officers, represents expenditure of £128,200 including additional employer national insurance and pension contributions.

The 2021/22 budget incorporated an allowance for a 2% pay rise, for all officers, which represents £141,700.

Therefore, the cost of the pay rise has been fully budgeted for in the 2021/22 financial year, and represents a small saving against the budget.

- 15 If officers above scale point 44 are not awarded a pay increase then the saving to the Authority will be circa £28,300 in 2021/22.

HUMAN RESOURCE IMPLICATIONS

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

LEGAL IMPLICATIONS

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

RISK MANAGEMENT IMPLICATIONS

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

EQUALITY IMPLICATIONS

- 19 There are no equality 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 |

APPENDICES ATTACHED

| | |
|------------|------------------------------------|
| Appendix A | 2021/22 NJC Pay Scales |
| Appendix B | 2021/22 London Weighting Rates |
| Appendix C | 2021/22 JNC Pay Agreement Circular |

LIST OF ABBREVIATIONS

| | |
|-------------|--|
| NJC | National Joint Council |
| JNC | Joint Negotiating Committee for Chief Executives of Local Authorities |
| LSC | Leisure Services Contract |
| TUPE | Transfer of Undertakings (Protection of Employment) Regulations 2006 |
| GLL | Greenwich Leisure Ltd |

Appendix A to Paper E/758/22

| SCP | 01-Apr-20 | | 01-Apr-21 | |
|-----|-----------|----------|-----------|----------|
| | per annum | per hour | per annum | per hour |
| 1 | £17,842 | £9.25 | £18,333 | £9.50 |
| 2 | £18,198 | £9.43 | £18,516 | £9.60 |
| 3 | £18,562 | £9.62 | £18,887 | £9.79 |
| 4 | £18,933 | £9.81 | £19,264 | £9.99 |
| 5 | £19,312 | £10.01 | £19,650 | £10.19 |
| 6 | £19,698 | £10.21 | £20,043 | £10.39 |
| 7 | £20,092 | £10.41 | £20,444 | £10.60 |
| 8 | £20,493 | £10.62 | £20,852 | £10.81 |
| 9 | £20,903 | £10.83 | £21,269 | £11.02 |
| 10 | £21,322 | £11.05 | £21,695 | £11.25 |
| 11 | £21,748 | £11.27 | £22,129 | £11.47 |
| 12 | £22,183 | £11.50 | £22,571 | £11.70 |
| 13 | £22,627 | £11.73 | £23,023 | £11.93 |
| 14 | £23,080 | £11.96 | £23,484 | £12.17 |
| 15 | £23,541 | £12.20 | £23,953 | £12.42 |
| 16 | £24,012 | £12.45 | £24,432 | £12.66 |
| 17 | £24,491 | £12.69 | £24,920 | £12.92 |
| 18 | £24,982 | £12.95 | £25,419 | £13.18 |
| 19 | £25,481 | £13.21 | £25,927 | £13.44 |
| 20 | £25,991 | £13.47 | £26,446 | £13.71 |
| 21 | £26,511 | £13.74 | £26,975 | £13.98 |
| 22 | £27,041 | £14.02 | £27,514 | £14.26 |
| 23 | £27,741 | £14.38 | £28,226 | £14.63 |
| 24 | £28,672 | £14.86 | £29,174 | £15.12 |
| 25 | £29,577 | £15.33 | £30,095 | £15.60 |
| 26 | £30,451 | £15.78 | £30,984 | £16.06 |
| 27 | £31,346 | £16.25 | £31,895 | £16.53 |
| 28 | £32,234 | £16.71 | £32,798 | £17.00 |
| 29 | £32,910 | £17.06 | £33,486 | £17.36 |
| 30 | £33,782 | £17.51 | £34,373 | £17.82 |
| 31 | £34,728 | £18.00 | £35,336 | £18.32 |
| 32 | £35,745 | £18.53 | £36,371 | £18.85 |
| 33 | £36,922 | £19.14 | £37,568 | £19.47 |
| 34 | £37,890 | £19.64 | £38,553 | £19.98 |
| 35 | £38,890 | £20.16 | £39,571 | £20.51 |
| 36 | £39,880 | £20.67 | £40,578 | £21.03 |
| 37 | £40,876 | £21.19 | £41,591 | £21.56 |
| 38 | £41,881 | £21.71 | £42,614 | £22.09 |
| 39 | £42,821 | £22.20 | £43,570 | £22.58 |
| 40 | £43,857 | £22.73 | £44,624 | £23.13 |
| 41 | £44,863 | £23.25 | £45,648 | £23.66 |
| 42 | £45,859 | £23.77 | £46,662 | £24.19 |
| 43 | £46,845 | £24.28 | £47,665 | £24.71 |

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)

Advisory London weightings

Pay Award for 1 April 2021 ('Green Book')

Pay Award for 1 April 2021 ('Green Book')

Agreement has now been reached on rates of pay applicable from 1 April 2021.

Prior to the introduction of the 'Green Book' in 1997, London Weighting rates formed part of national terms & conditions. However, since 1997 the rates have been purely advisory and the National Employers have continued to issue them to subscribers.

The Advisory London Weighting Rates for 2021 have been increased in line with the headline pay award of 1.75 per cent.

Advisory London Weighting Rates

With effect from 1 April 2021:

Former APT&C Agreement

Former Manual Agreement

Inner London Allowance

Outer London Allowance

Greater London Allowance

£3,777

£2,011

£2,764

Joint Negotiating Committee for Chief Executives of Local Authorities

To: **Chief Executives in England and Wales (N Ireland for Information)**
(copies for the Finance Director and HR Director)
Regional Directors
Members of the Joint Negotiating Committee

3 February 2022

Dear Chief Executive,

CHIEF EXECUTIVES' PAY AGREEMENT 2021-22

Agreement has now been reached on the pay award applicable from 1 April 2021.

The individual basic salaries¹ of all officers within scope of the JNC for Chief Executives of Local Authorities should be increased by 1.50 per cent with effect from 1 April 2021. Employers are encouraged to implement this pay award as swiftly as possible.

This pay agreement covers the period 1 April 2021 to 31 March 2022.

Backpay for employees who have left employment since 1 April 2021

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2021 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](#) which is available on the [employer resources section](#) of www.lgpsregs.org

Yours faithfully,

Naomi Cooke

Ian Miller

Joint Secretaries

¹ Basic salary should exclude other separately identified payments such as Returning Officer fees etc.

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| Employers' Secretary: Naomi Cooke Local Government Association 18 Smith Square London SW1P 3HZ info@local.gov.uk | Officers' Secretary: Ian Miller Hon Secretary ALACE alacehonorsec@yahoo.co.uk |
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