

## **2020/21 PAY AWARD**

Presented by the Head of HR

### **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 2020/21 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 2020/21 for officers on scale point 44 and above in line with the National Joint Council (NJC) scale as described in paragraphs 12 to 16 of this report.

### **BACKGROUND**

- 1 The Authority was notified on 24 August 2020 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 2020 is 2.75%. 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 £1,923 per annum) with 2.75% to be applied to all officers up to scale point 43 with effect from 1 April 2020, i.e. £1,976 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 Another part of this national agreement is to increase the minimum annual leave days for employees from 21 days to 22 days. However, this does not

apply to the Authority as the minimum annual leave days for our employees is already 26 days.

- 5 The NJC has further agreed that the Joint Secretaries will begin discussions on *"a comprehensive joint national review of the workplace causes of stress and mental health"*.
- 6 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.
- 7 The last nationally agreed pay award for employees on scale points 1 to 43 was in 2018/19 and 2019/20 and was 2% per year.
- 8 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 2018/19 and 2019/20 also at 2% per year, which was approved by Members of this Committee in May 2018 (Paper E/561/18).
- 9 Local Authority Chief Executive Officers are covered by separate negotiations with the Joint Negotiating Committee for Chief Executives of Local Authorities (JNC).
- 10 The JNC has agreed an increase of 2.75% with effect from 1 April 2020 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 2020 to 31 March 2021. The JNC circular is attached at Appendix C to this report.
- 11 Previously the Chief Executive's pay at this Authority has followed in line with other Senior Officers of the Authority.

#### **PAY AWARD 2020/21**

- 12 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.
- 13 The Authority currently has 20 employees who are on scale points above those covered by the national negotiations.
- 14 All employees on scale points 1 to 43 will receive the 2.75% increase from April 2020. This covers 224 staff.
- 15 Members will recall that the budget was initially uplifted by 2% in 2020/21 to cover the potential cost of pay awards. An additional £46,000 was added to the Emergency Budget for 2020/21 in anticipation of a final settlement in excess of the original budgeted 2%. Sufficient budget capacity was built into the returning LSC venues budget to cover the full 2.75% pay rise.

16 A further 2% is included within the Medium Term Financial Plan for future years.

### **ENVIRONMENTAL IMPLICATIONS**

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

### **FINANCIAL IMPLICATIONS**

18 A 2.75% pay award across the whole Authority, including venues, represents an increase in expenditure of £290,000. This has already been provided for in the Emergency base budget for 2020/21. If officers above scale point 44 are not awarded a pay increase then the saving to the Authority will be circa £40,000 in 2020/21.

### **HUMAN RESOURCE IMPLICATIONS**

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

### **LEGAL IMPLICATIONS**

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

### **RISK MANAGEMENT IMPLICATIONS**

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

---

Author: Victoria Yates, 01992 709915, [vyates@leevalleypark.org.uk](mailto: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

### **APPENDICES ATTACHED**

Appendix A	2020/21 NJC Pay Scales
Appendix B	2020/21 London Weighting Rates
Appendix C	2020/21 JNC Pay Agreement Circular

### **LIST OF ABBREVIATIONS**

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

**This page is blank**

# National Joint Council for local government services

**Employers' Secretary**  
Naomi Cooke

**Trade Union Secretaries**  
Rehana Azam, GMB  
Jim Kennedy, Unite  
Jon Richards, UNISON

**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  
[localgovernment@unison.co.uk](mailto:localgovernment@unison.co.uk)

**To: Chief Executives in England, Wales and N Ireland  
(copies for HR and Finance Directors)  
Members of the National Joint Council**

24 August 2020

Dear Chief Executive,

## **LOCAL GOVERNMENT SERVICES' PAY AGREEMENT 2020-21**

### **Pay**

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2020**.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award will now be implemented.

The new pay rates are attached at **Annex 1**. The new rates for allowances, up-rated by 2.75 per cent, are set out at **Annex 2**.

The NJC has also agreed to enter into discussions on examining all options for ensuring the sector – and the NJC pay spine - can meet the challenge of the Government's target for the National Living Wage in the coming years.

### **Annual Leave**

The NJC has also agreed that from **1 April 2020**, minimum annual leave will increase from 21 to 22 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 will therefore, with effect from **1 April 2020**, be amended to read as follows:

#### **7.2 Annual Leave**

*The minimum paid annual leave entitlement is twenty-two 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.*

**Stress and Mental Health**

The NJC has further agreed that the Joint Secretaries will begin discussions on "a comprehensive joint national review of the workplace causes of stress and mental health"

Yours sincerely,

*Naomi  
Cooke*

**Naomi Cooke**



**Rehana Azam**



**Jim Kennedy**



**Jon Richards**

## ANNEX 1

SCP	01-Apr-19		01-Apr-20	
	per annum	per hour	per annum	per hour
1	£17,364	£9.00	£17,842	£9.25
2	£17,711	£9.18	£18,198	£9.43
3	£18,065	£9.36	£18,562	£9.62
4	£18,426	£9.55	£18,933	£9.81
5	£18,795	£9.74	£19,312	£10.01
6	£19,171	£9.94	£19,698	£10.21
7	£19,554	£10.14	£20,092	£10.41
8	£19,945	£10.34	£20,493	£10.62
9	£20,344	£10.54	£20,903	£10.83
10	£20,751	£10.76	£21,322	£11.05
11	£21,166	£10.97	£21,748	£11.27
12	£21,589	£11.19	£22,183	£11.50
13	£22,021	£11.41	£22,627	£11.73
14	£22,462	£11.64	£23,080	£11.96
15	£22,911	£11.88	£23,541	£12.20
16	£23,369	£12.11	£24,012	£12.45
17	£23,836	£12.35	£24,491	£12.69
18	£24,313	£12.60	£24,982	£12.95
19	£24,799	£12.85	£25,481	£13.21
20	£25,295	£13.11	£25,991	£13.47
21	£25,801	£13.37	£26,511	£13.74
22	£26,317	£13.64	£27,041	£14.02
23	£26,999	£13.99	£27,741	£14.38
24	£27,905	£14.46	£28,672	£14.86
25	£28,785	£14.92	£29,577	£15.33
26	£29,636	£15.36	£30,451	£15.78
27	£30,507	£15.81	£31,346	£16.25
28	£31,371	£16.26	£32,234	£16.71
29	£32,029	£16.60	£32,910	£17.06
30	£32,878	£17.04	£33,782	£17.51
31	£33,799	£17.52	£34,728	£18.00
32	£34,788	£18.03	£35,745	£18.53
33	£35,934	£18.63	£36,922	£19.14
34	£36,876	£19.11	£37,890	£19.64
35	£37,849	£19.62	£38,890	£20.16
36	£38,813	£20.12	£39,880	£20.67
37	£39,782	£20.62	£40,876	£21.19
38	£40,760	£21.13	£41,881	£21.71
39	£41,675	£21.60	£42,821	£22.20
40	£42,683	£22.12	£43,857	£22.73
41	£43,662	£22.63	£44,863	£23.25
42	£44,632	£23.13	£45,859	£23.77
43	£45,591	£23.63	£46,845	£24.28

\*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 2020**  
**£37.07**

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2020  
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

**1 April 2020**  
**£1,324**

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

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

**1 April 2020**  
**£215**

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

**1 April 2020**  
**£156**

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

**Inner Fringe Area:**

**1 April 2020**  
**£898**

**Outer Fringe Area:**

**1 April 2020**  
**£626**

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

**1 April 2020**  
**£29.83**



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

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

Inner Fringe Area:

**1 April 2020**  
**£898**

Outer Fringe Area:

**1 April 2020**  
**£626**

**This page is blank**

# Advisory London weightings

## Pay Award for 1 April 2020 ('Green Book')

Agreement has now been reached on rates of pay applicable from 1 April 2020.

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 2020 have been increased in line with the headline pay award of 2.75 per cent.

### Advisory London Weighting Rates

With effect from 1 April 2020:

Former APT&C Agreement		Former Manual Agreement
Inner London Allowance	Outer London Allowance	Greater London Allowance
£3,712	£1,976	£2,716

## 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

24 August 2020

Dear Chief Executive,

### CHIEF EXECUTIVES' PAY AGREEMENT 2020-21

Agreement has now been reached on the pay award applicable from 1 April 2020.

The individual basic salaries<sup>1</sup> of all officers within scope of the JNC for Chief Executives of Local Authorities should be increased by 2.75 per cent with effect from 1 April 2020.

This pay agreement covers the period 1 April 2020 to 31 March 2021.

Yours faithfully,

*Naomi Cooke*

*Ian Miller*

**Joint Secretaries**

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

**Employers' Secretary:**  
Naomi Cooke  
Local Government Association  
18 Smith Square  
London  
SW1P 3HZ  
info@local.gov.uk

**Officers' Secretary:**  
Ian Miller  
Hon Secretary  
ALACE

alacehonsec@yahoo.co.uk