



2016/17 PAY AWARD

Presented by the Director of Finance & Resources

EXECUTIVE SUMMARY

The purpose of this report is to advise Members of the outcome of national pay award negotiations for employees on scale points 6 to 49 and to reach a decision on whether to set a pay award for employees on scale points above this range.

RECOMMENDATIONS

- Members Note: (1) the 2016/17 and 2017/18 pay award for officers in the National Joint Council for Local Government Services (NJC) scale as described in paragraphs 2 and 3 of this report.
- Members Approve either (2) i) to set a pay award for 2016/17 and 2017/18 for officers on scale point 50 and above at 1% (in line with the Joint Negotiating Committee (JNC) recommendation) as described in this report;
- OR
- ii) to set a pay award at 0% for 2016/17 and 2017/18 for officers on scale point 50 and above.

BACKGROUND

- 1 The Authority was notified on 16 May 2016 that agreement had been reached by employers and the relevant unions in respect of the pay award under the National Joint Council (NJC) for Local Government Services.
- 2 The agreed pay award forms part of a national agreement over the next 2 years and 1% will be applied to all officers up to scale point 49 with effect from 1 April 2016, and a further 1% with effect from 1 April 2017. The new rates are attached in Appendix A to this report. This agreement is in line with the Chancellor's statement in his budget for a public sector pay freeze at 1% for the next four years.

- 3 Part of this national agreement is to also pay an increased London Weighting rate for Outer London Allowance over the next 2 years and 1% will be applied to all officers up to scale point 49 with effect from 1 April 2016, i.e., £1,830 per annum and a further 1% with effect from 1 April 2017 i.e., £1,848 per annum. The rates applicable are attached in Appendix B to this report.
- 4 Senior Managers, Heads of Service, Directors and the Chief Executive are not covered by the national negotiations. Previous NJC advice is that where the national scale has been extended and agreed locally then 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 49.
- 5 The Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities has recommended the same level of increase for Chief Executives over the next 2 years, with 1% to be applied with effect from 1 April 2016, and a further 1% with effect from 1 April 2017.
- 6 The last nationally agreed pay award for employees on scale points 5 to 49 was between January 2014 and March 2016 and was 2.2% with no back-dating of the increase to April 2014.
- 7 Senior Managers, Heads of Service, Directors and the Chief Executive on scale points above those covered by the national negotiations last received a pay award between January 2014 and March 2016, also at 2.2%. This was approved by Members in December 2014 (Paper E/381/14).
- 8 All officer grades received a 1% pay award between April 2013 and March 2014 (Paper E/300/13 – September 2013). Prior to the 2013/14 pay award those on scale points 5 to 49 received no inflationary uplift for 3 years (i.e., April 2010 to March 2013). Prior to the 2013/14 pay award those above scale point 49 received no inflationary uplift for 4 years (i.e. April 2009 to March 2013).

PAY AWARD 2016 to 2017

- 9 Following the 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 and the Chief Executive on scale points above those covered by the national negotiations.
- 10 The Authority currently has 9 employees who are on scales above those covered by the national negotiations.
- 11 All employees on scale points 6 to 49 will receive the 1.0% increase in April 2016 and 1.0% in April 2017.
- 12 Members will recall that the budget was uplifted by 1% in 2016/17 to cover the cost of potential pay awards.
- 13 A further 1.0% was estimated in the Medium Term Financial Plan for future years and will form part of the budget assumptions to be built into the 2017/18 budget.

ENVIRONMENTAL IMPLICATIONS

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

FINANCIAL IMPLICATIONS

- 15 A 1% pay award across the Authority represents an increase in expenditure of just under £43,000, this 1% has already been provided for in the base budget for 2016/17. A further sum of £43,000 will be built into the 2017/18 budget to cover the additional estimated increase cost. If Members decide not to award the nine senior officers this proposed increase in pay this will result in an estimated saving of £9,800.

HUMAN RESOURCE IMPLICATIONS

- 16 Employees who transferred under TUPE to the Trust are currently under the same conditions as Authority employees. The Trust Board will have considered the same proposal for the 2016-18 pay award as the Authority at its meeting on the 6 June 2016.

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.

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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

APPENDICES ATTACHED

Appendix A	2016/17 NJC Pay Scales
Appendix B	2016/17 London Weighting Rates
Appendix C	2016/17 JNC Chief Executives Pay Agreement 2016-18

LIST OF ABBREVIATIONS

NJC	National Joint Council for local government services
JNC	Joint Negotiating Committee for Chief Executives of Local Authorities
FTE	Full Time Equivalent

National Joint Council for Local Government Services

Employers' Secretary:
Sarah Messenger

Trade Union Secretaries
Justin Bowden, GMB
Fiona Farmer, Unite
Heather Wakefield, UNISON

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

16 May 2016

Dear Chief Executive,

2016 and 2017 PAYSCALES & ALLOWANCES

The rates of pay applicable from **1 April 2016** and **1 April 2017** are attached at **Annex 1**.

The new rates for allowances up-rated in line with the headline pay increase of one per cent in each year are set out at **Annex 2**.

Agreement has been reached with the NJC Trade Union Side on these rates, (with UNISON and GMB voting to accept).

Joint Reviews of Term-Time Working and the National Pay Spine:

The NJC will shortly agree and publish Terms of Reference and timetables for these reviews.

Yours sincerely

Sarah Messenger
Justin Bowden
Fiona Farmer
Heather Wakefield

Joint Secretaries

ANNEX 1

SCP	1 April 2016		1 April 2017	
	per annum	per hour*	per annum	per hour*
6	£14,514	£7.52	£15,014	£7.78
7	£14,615	£7.58	£15,115	£7.83
8	£14,771	£7.66	£15,246	£7.90
9	£14,975	£7.76	£15,375	£7.97
10	£15,238	£7.90	£15,613	£8.09
11	£15,507	£8.04	£15,807	£8.19
12	£15,823	£8.20	£16,123	£8.36
13	£16,191	£8.39	£16,491	£8.55
14	£16,481	£8.54	£16,781	£8.70
15	£16,772	£8.69	£17,072	£8.85
16	£17,169	£8.90	£17,419	£9.03
17	£17,547	£9.10	£17,772	£9.21
18	£17,891	£9.27	£18,070	£9.37
19	£18,560	£9.62	£18,746	£9.72
20	£19,238	£9.97	£19,430	£10.07
21	£19,939	£10.34	£20,138	£10.44
22	£20,456	£10.60	£20,661	£10.71
23	£21,057	£10.91	£21,268	£11.02
24	£21,745	£11.27	£21,962	£11.38
25	£22,434	£11.63	£22,658	£11.74
26	£23,166	£12.01	£23,398	£12.13
27	£23,935	£12.41	£24,174	£12.53
28	£24,717	£12.81	£24,964	£12.94
29	£25,694	£13.32	£25,951	£13.45
30	£26,556	£13.76	£26,822	£13.90
31	£27,394	£14.20	£27,668	£14.34
32	£28,203	£14.62	£28,485	£14.76
33	£29,033	£15.05	£29,323	£15.20
34	£29,854	£15.47	£30,153	£15.63
35	£30,480	£15.80	£30,785	£15.96
36	£31,288	£16.22	£31,601	£16.38
37	£32,164	£16.67	£32,486	£16.84
38	£33,106	£17.16	£33,437	£17.33
39	£34,196	£17.72	£34,538	£17.90
40	£35,093	£18.19	£35,444	£18.37
41	£36,019	£18.67	£36,379	£18.86
42	£36,937	£19.15	£37,306	£19.34
43	£37,858	£19.62	£38,237	£19.82
44	£38,789	£20.11	£39,177	£20.31
45	£39,660	£20.56	£40,057	£20.76
46	£40,619	£21.05	£41,025	£21.26
47	£41,551	£21.54	£41,967	£21.75
48	£42,474	£22.02	£42,899	£22.24
49	£43,387	£22.49	£43,821	£22.71

*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 in the National Agreement 'Green Book')

ANNEX 2

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

1 April 2016	1 April 2017
£34.34	£34.68

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2016 and 1 APRIL 2017
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 April 2016	1 April 2017
£1,227	£1,239

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2016	1 April 2017
£199	£201

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2016	1 April 2017
£145	£146

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2016	1 April 2017
£832	£840

Outer Fringe Area:

1 April 2016	1 April 2017
£579	£585

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

1 April 2016	1 April 2017
£27.62	£27.90

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2016
£832

1 April 2017
£840

Outer Fringe Area:

1 April 2016
£579

1 April 2017
£585



16 May 2016

Dear Subscriber

<p>SUBSCRIBERS' BULLETIN SB/1/16</p>
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Pay Award for 1 April 2016 and 1 April 2017 ('Green Book')

Agreement has now been reached on rates of pay applicable from **1 April 2016** and **1 April 2017**.

The Advisory London Weighting Rates for 2016 and 2017 have been increased in line with the headline pay award of 1.0% in each of April 2016 and April 2017.

Advisory London Weighting Rates

With effect from 1 April 2016:

Former APT&C Agreement

Inner London Allowance	Outer London Allowance
£3,439	£1,830

Former Manual Agreement
Greater London Allowance
£2,515

With effect from 1 April 2017:

Former APT&C Agreement

Inner London Allowance	Outer London Allowance
£3,473	£1,848

Former Manual Agreement
Greater London Allowance
£2,540

Yours sincerely

Harry Honnor
Principal Negotiating Officer

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 March 2016

Dear Chief Executive,

CHIEF EXECUTIVES' PAY AGREEMENT 2016-18

Agreement has now been reached on rates of pay applicable from 1 April 2016 and 1 April 2017.

The individual basic salaries¹ and salary scales of all officers within scope of the JNC for Chief Executives of Local Authorities should be increased by 1.0% with effect from 1 April 2016 and 1.0% with effect from 1 April 2017.

This pay agreement covers the period 1 April 2016 to 31 March 2018.

Yours faithfully,

Sarah Messenger
Amar Dave

Joint Secretaries

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

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