

DERBYSHIRE COUNTY COUNCIL

CABINET MEETING

3 March 2015

**Joint Report of the Strategic Director of Corporate Resources
and Director of HR**

Chief Officers Pay Award 2014-16 (Council Services)

(1) Purpose of the Report

For Cabinet to note the JNC for Chief Officers of Local Authorities pay award for 2014-16.

(2) Information and Analysis

The national pay award for officers on Chief Officer conditions of service for 2014-16 has now been agreed at two percent for those on a basic salary of £99,999 or less. The National Employers' pay circular is attached at **Appendix 1**.

In line with previous practice, the agreed JNC pay award will be applied to grades 17 to 19 of the Derbyshire pay and grading structure. The revised Derbyshire pay and grading structure for grades 17 to 19 is attached at **Appendix 2**. The Pay Policy Statement will be updated to reflect the award.

At its meeting on 20 January 2015, Cabinet endorsed the Local Government Services (LGS) 2014-16 pay award. The report also agreed that Public Health employees, up to the equivalent of Council pay point 59, would receive 2.2% in line with the LGS pay award, as the terms of the transfer in April 2013 were static and did not provide for any pay award. There are five Public Health employees paid above Council pay point 59 who remain on NHS pay scales terms and conditions but have a basic salary below the £99,999 threshold. In recognition of this their pay points will also be increased by 2% consistent with this pay award.

(3) Financial Considerations

The pay award can be met from the contingency previously set aside in 2014/15 to meet the pay award and the allocation recently agreed as

part of the setting of the budget for 2015/16. Additional costs in 2014/15 will be £12,000 and in 2015/16 is a further £35,000 including National Insurance and Pension Contributions.

(4) Other Considerations

In preparing this report the relevance of the following factor has been considered: prevention of crime and disorder, equality of opportunity, environmental, legal, HR, human rights, health, transport and property considerations.

(5) Background Papers

None

(6) Key Decision

No

(7) Call-In

Is it required that call-in be waived in respect of the decisions proposed in the report?

No

(8) OFFICERS' RECOMMENDATIONS

That Cabinet notes:

1. Implementation of the JNC for Chief Officer pay award to grades 17 to 19 of the Derbyshire pay and grading structure.
2. Inclusion of Public Health employees as detailed in the report.

**JUDITH GREENHALGH
STRATEGIC DIRECTOR OF CORPORATE RESOURCES
AND
TONI COMPAI
DIRECTOR OF HR**

Joint Negotiating Committee for Chief Officers 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

2 February 2015

Dear Chief Executive,

CHIEF OFFICERS' PAY AGREEMENT 2014-16

Agreement has now been reached on rates of pay applicable from **1 January 2015**.

The individual salaries and salary scales of all officers within scope of the JNC for Chief Officers of Local Authorities should be increased by two per cent on guaranteed FTE basic salary¹ of £99,999² or less [as at 31 December 2014].

This pay agreement covers the period to 31 March 2016.

Yours faithfully,

Sarah Messenger

Brian Strutton

Joint Secretaries

cc Mike Short, UNISON

¹ 'Guaranteed FTE basic salary' should exclude other separately identified payments such as London area / fringe allowances or Returning Officer fees etc.

² The pay award applies only to those employees whose guaranteed FTE basic salary was £99,999 or less at 31 December 2014. The pay award should not be applied to the first £99,999 of salaries of £100,000 or more.

Employers' Secretary: Sarah Messenger Local Government Association Local Government House Smith Square London SW1P 3HZ info@local.gov.uk	Officers' Secretary: Brian Strutton GMB 22-24 Worple Road London SW19 4DD brian.strutton@gmb.org.uk
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Derbyshire Pay and Grading Structure - Grades 17 to 19

Grade	Pay Point	Current (up to 31/12/14)	From 1/1/2015 to 31/3/16	Increase
Grade 17	60	£72,502	£73,952	£1,450
	61	£74,315	£75,801	£1,486
	62	£76,128	£77,651	£1,523
	63	£77,941	£79,500	£1,559
	64	£79,754	£81,349	£1,595
Grade 18	65	£83,073	£84,734	£1,661
	66	£85,150	£86,853	£1,703
	67	£87,227	£88,972	£1,745
	68	£89,304	£91,090	£1,786
	69	£91,381	£93,209	£1,828
Grade 19	70	£87,702	£89,456	£1,754
	71	£89,895	£91,693	£1,798
	72	£92,088	£93,930	£1,842
	73	£94,281	£96,167	£1,886
	74	£96,474	£98,403	£1,929