

DERBYSHIRE COUNTY COUNCIL

CABINET

3 May 2016

Report of the Strategic Director of Corporate Resources

**Chief Executives' and Chief Officers' Pay Agreements 2016-18
(Council Services)**

1 Purpose of the Report

For Cabinet to note the JNCs for Chief Executives' and Chief Officers' pay agreements for 2016-18.

2 Information and Analysis

The national pay award for officers on Chief Executive and Chief Officer conditions of service for 2016/17 and 2017/18 have now been agreed at 1% for each year. Both pay circulars are attached at Appendix 1.

The JNC pay agreements have been applied to grades 17 to 21 of the Derbyshire Pay and Grading structure (attached at Appendix 2). The Pay Policy Statement for 2016-17 will be updated to reflect the agreements.

It is also proposed to apply this agreement to 5 Public Health employees, paid equivalent to Chief Officers, who remain on NHS terms and conditions.

3 Financial Considerations

Additional costs can be met from the allocation recently agreed as part of the setting of the budget for 2016-17 and 2017-18. Additional costs in 2016-17 are £31,500, and in 2017-18 are a further £32,000, 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 OFFICER'S RECOMMENDATIONS

That Cabinet notes:

1. Implementation of the JNC for Chief Executives' and JNC for Chief Officers' pay agreements (Appendix 2) to the grades 17 to 21 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

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

17 March 2016

Dear Chief Executive,

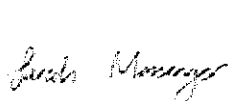
CHIEF OFFICERS' PAY AGREEMENT 2016-18

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 Officers of Local Authorities should be increased by 1.0% with effect from 1 April 2016 and 1.0% with effect from 1 April 2017. (NB: the percentage increases apply to individual salaries as well as pay points).

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

Yours faithfully,



Sarah Messenger



Justin Bowden

Joint Secretaries

cc Mike Short, UNISON

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

Employers' Secretary: Sarah Messenger Local Government Association Local Government House Smith Square London SW1P 3HZ info@local.gov.uk	Officers' Secretary: Justin Bowden GMB 22 Stephenson Way London NW1 2HD justin.bowden@gmb.org.uk
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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.

Employers' Secretary: Sarah Messenger Local Government Association Local Government House Smith Square London SW1P 3HZ info@local.gov.uk	Officers' Secretary: Amar Dave c/o Rochford District Council South Street Rochford Essex SS4 1BW daveamar@aol.com
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Derbyshire Pay and Grading Structure 2016/17 and 2017/18

Grade	Pay Point	2014/16	2016/17	2017/18
Grade 17	60	£73,952	£74,692	£75,439
	61	£75,801	£76,559	£77,325
	62	£77,651	£78,428	£79,212
	63	£79,500	£80,295	£81,098
	64	£81,349	£82,162	£82,984
Grade 18	65	£84,734	£85,581	£86,437
	66	£86,853	£87,722	£88,599
	67	£88,972	£89,862	£90,761
	68	£91,090	£92,001	£92,921
	69	£93,209	£94,141	£95,082
Grade 19	70	£89,456	£90,351	£91,255
	71	£91,693	£92,610	£93,536
	72	£93,930	£94,869	£95,818
	73	£96,167	£97,129	£98,100
	74	£98,403	£99,387	£100,381
Grade 20	75	£108,087	£109,168	£110,260
	76	£110,789	£111,897	£113,016
	77	£113,491	£114,626	£115,772
	78	£116,193	£117,355	£118,529
	79	£118,895	£120,084	£121,285
Grade 21	80	£138,060	£139,441	£140,835
	81	£141,309	£142,722	£144,149
	82	£144,558	£146,004	£147,464
	83	£147,807	£149,285	£150,778
	84	£151,056	£152,567	£154,093