

## **Report to Joint Consultative and Safety Committee**

**Subject:** Current staffing issues (Standing Item)

**Date:** 14 November 2023

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### **1. Purpose of the Report**

This is an information item highlighting to the Committee, any issues of particular interest that relate to the Council's workforce.

### **2. Recommendation**

The Committee is asked to note this report.

### **3. Summary of current issues**

#### **3.1 National pay**

National pay award changes apply from 1 April each year. It is often now the case that settlement is achieved some months after the application date and this year's pay claim for NJC staff and Chief Executives has just been settled on 1 November.

In summary the national pay settlement is as follows:

- For NJC employees (most of our workforce) the pay up to spinal column point (SCP) 43 is to be increased by £1,925 pa which equates to approximately £1.00 per hour.
- For NJC employees above SCP43 then the increase is 3.88%
- The pay award represents an increase by 8.9% for our lowest paid employees paid within Band 3.
- The award will be paid with November salaries and will be backdated to 1 April 2023.
- For Chief Executives and Chief Officers the national pay award equates to 3.5%

#### **3.2 Appointment of Head of Finance and ICT.**

Appointment to the post has now been made and the post holder, Tina Adams, took up appointment on 9 October. The post is also responsible for the internal audit, revenues and procurement functions and is the Deputy Section 151 Officer (and currently acting Section 151 Officer).