

## Report to Joint Consultative and Safety Committee

**Subject:** Current staffing matters(Standing item)

**Date:** 26<sup>th</sup> November 2024

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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 matters

#### 3.1 Local Government Pay 2024

On 29 February, UNISON, GMB and Unite (the "Employees' Side") lodged their pay claim for NJC staff (this is the negotiating body that covers all of our posts other than Chief Officers):

- An increase of at least £3,000 or 10 per cent (whichever is greater) on all spinal column points
- Reviews of the gender, ethnicity and disability pay gaps in local government
- A two-hour reduction in the working week, with no detriment
- An additional day of annual leave for personal or well-being purposes (with term-time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible

The National Employers met and agreed by a majority to make a one-year (1 April 2024 to 31 March 2025), full and final offer to the unions representing the main local government NJC workforce. The main affects for this Council locally would be:

- **With effect from 1 April 2024, an increase of £1,290 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive**
- **With effect from 1 April 2024, an increase of 2.50 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer (in accordance with Green Book Part 2 Para 5.4)**

**Confirmation has been received that this offer was accepted, and employers advised to implement the pay award swiftly.**

The new rates for allowances, uprated by 2.5%, are set out in **Appendix 1**.

The pay award represents an increase by 5.5% for our lowest paid employees paid within Band 3.

The award will be paid with November salaries and will be backdated to 1 April 2024.

### **NJC Joint work**

It has been agreed that there will be joint discussions on how the NJC can capture gender, ethnicity and disability pay gap information that will be of most benefit to the sector.

### **JNC Pay for Chief Executives and Chief Officers**

The national bargaining for Chief Officers and Chief Executives is conducted separately.

Agreement has now been reached on the pay award for all officers within scope of the JNC for Chief Executives of local authorities, and all basic salaries will be increased by **2.50 per cent** with effect from 1 April 2024. (Covering the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025).

The national award for Chief Officers has already been agreed at 2.5% back in July, 24.

Appendix 1

**Pay Rates - April 2024**

Following Pay Award @ £1290.00 PA up to SCP 43. SCP 43 and above = 2.50% increase

**2024/25**

Spinal column NJC salary	SCP (national)	NEW SALARY £	HRLY RATE £	Monthly Pay £
<b>Grade</b>				
<b>Band 2</b>	2	23656	12.2600	1971.33
	3	24027	12.4500	2002.25
<b>Band 3</b>	4	24404	12.6500	2033.67
	5	24790	12.8500	2065.83
<b>Band 4</b>	6	25183	13.0500	2098.58
	7	25584	13.2600	2132.00
	8	25992	13.4700	2166.00
<b>Band 5</b>	11	27269	14.1300	2272.42
	12	27711	14.3600	2309.25
	14	28624	14.8400	2385.33
<b>Band 6</b>	16	29572	15.3300	2464.33
	18	30559	15.8400	2546.58
	20	31586	16.3700	2632.17
<b>Band 7</b>	22	32654	16.9300	2721.17
	23	33366	17.2900	2780.50
	24	34314	17.7900	2859.50
<b>Band 8</b>	26	36124	18.7200	3010.33
	27	37035	19.2000	3086.25
	28	37938	19.6600	3161.50
<b>Band 9</b>	29	38626	20.0200	3218.83

	30	39513	20.4800	3292.75
	31	40476	20.9800	3373.00
<b>Band 10</b>	33	42708	22.1400	3559.00
	34	43693	22.6500	3641.08
	35	44711	23.1700	3725.92
<b>Band 11</b>	36	45718	23.7000	3809.83
	37	46731	24.2200	3894.25
	38	47754	24.7500	3979.50
<b>Band 12</b>	39	48710	25.2500	4059.17
	40	49764	25.7900	4147.00
	41	50788	26.3200	4232.33
<b>Band 13</b>	42	51802	26.8500	4316.83
	43	52805	27.3700	4400.42
<b>2.50% increase from SCP50</b>	50	53835	27.9000	4486.25
<b>Band 13 + 5%</b>	51	54392	28.1900	4532.68
	52	55445	28.7400	4620.44
	53	56527	29.3000	4710.57
<b>Band 14</b>	54	54862	28.4400	4571.84
	55	55912	28.9800	4659.31
	56	56951	29.5200	4745.92
<b>Band 14 + 5%</b>	57	57605	29.8600	4800.43
	58	58707	30.4300	4892.27
	59	59799	31.0000	4983.22
<b>only reactivated Augst 2023</b>				
<b>Band 14 + 10%</b>	60	60348	31.2800	5029.03
	61	61503	31.8800	5125.24
	62	62646	32.4700	5220.51
<b>only reactivated Augst 2023</b>				
<b>Band 14 + 15%</b>	63	63091	32.7000	5257.62
	64	64298	33.3300	5358.20
	65	65494	33.9500	5457.81