

BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the council's definition and has been included in the relevant Forward Plan

Report of the Executive Director Core Services

Pay Award for JNC Officers/Chief Executives

1. Purpose of report

- 1.1 The purpose of this report is to seek approval to implement the recently agreed National Joint Council (NJC) pay award to employees on Joint Negotiating Committee (JNC) for Chief Officers/Chief Executives terms and conditions of employment with effect from 1 April 2018 to 31 March 2020.
- 1.2 To seek approval to harmonise JNC Chief Officers/Chief Executives future pay awards with those agreed by the National Joint Council (NJC).

2. Recommendations

- 2.1 **That approval is given to implement the recently agreed NJC Pay Award to employees on JNC for Chief Officers/Chief Executives terms and conditions with effect from 1 April 2018 to 31 March 2020.**
- 2.2 **That approval is given to harmonise JNC Chief Officers/Chief Executives future pay awards with those agreed by the National Joint Council (NJC).**

3. Introduction

- 3.1 Cabinet agreed as part of Cab.17.12.2014/7.2 that employees on JNC terms and conditions be awarded the same 2014/16 pay award (1%) as employees on NJC terms and conditions.
- 3.2 On 10 April 2018 a pay offer for employees on NJC terms and conditions was agreed covering the period 1 April 2018 to 31 March 2020. In year one all employees on scale points 6 - 9 inclusive received pay increase by between 3.7 % and 9.1 %. All employees on scale point 20 and above received an increase of 2.0 %. In year two a new pay spine will be introduced that will see employees on current scale points 6 – 28 inclusive receiving pay increases of between 2.3 % and 7.3 %. All employees on current scale point 29 and above will receive an increase of 2.0%.
- 3.3 As a result of the Senior Manager Pay Review and implementation of the 17 grade pay structure (Cab.15.1.2014/7.4) officers affected by the review were transferred to NJC terms and conditions and therefore will receive the NJC pay award. Therefore, there is only the senior management team that remain on JNC for Chief Officers/Chief Executives terms and conditions.

4. Consideration of alternative approaches

- 4.1 An alternative option would be to implement the nationally negotiated pay award for JNC Chief Officers/Chief Executives when agreed.

- 4.2 This option would not be consistent with the approach taken with the previous pay award which was agreed locally and from a fairness and equity perspective was applied to all.

5. Proposal and justification

- 5.1 Consistent with the approach taken in 2014 as part of Cab. 17.12.2014/7.2 it is proposed to implement the recently agreed NJC Pay Award to employees on JNC for Chief Officers/Chief Executives terms and conditions with effect from 1 April 2018 to 31 March 2020.
- 5.2 This would equate to a 2.0% increase in existing salaries with effect from 1 April 2018 and a further 2.0 % on 1 April 2019.
- 5.3 That approval is given to harmonise JNC Chief Officers/Chief Executives future pay awards with those agreed by the National Joint Council (NJC).
- 5.3 The awarding of one pay award is a consistent and pragmatic approach and based on information sourced from IDS Pay Online is one that is adopted in a number of local authorities and private sector companies, is fair, and maintains the integrity of local systems and pay differentials.

6. Implications for local people / service users

- 6.1 None arising directly from this report.

7. Financial implications

- 7.1 Consultation has taken place with the Service Director Finance (S151 Officer).
- 7.2 The additional cost of this proposal totals £0.038M which covers both 2018/19 and 2019/20. Attached at Appendix A.
- 7.3 This additional cost is to be funded from previously set aside budgetary provision, included within the revised Medium Term Financial Strategy approved in February 2018.

8. Employee implications

- 8.1 These proposals will affect 6 employees on JNC terms and conditions. This includes the Chief Executive and 5 Executive Directors.

9. Communications implications

- 9.1 None other than managing internal communications within the council.

10. Consultations

- 10.1 The Trade Unions have been informed.

11. Risk management issues

- 11.1 Having a consistent local approach to national pay awards for NJC and JNC staff groups reduces the risk of unhelpful tensions between different staff groups, prevents pay-drift between staff groups and reduces the risk of destabilising the council's local pay grades.

- 11.2 By implementing the pay award proposed and harmonising future pay awards, the council will reduce the ongoing risk of both losing employees to alternative employment and failing to recruit to key executive posts.

12. Promoting Equality and Diversity and Social Inclusion

- 12.1 There are no particular equality implications. The proposal would be consistently and equally applied to those affected.

13. Glossary

JNC - Joint Negotiating Committee

NJC - National Joint Council for Local Government Services

14. List of appendices

- 14.1. Appendix A – Financial implications

15. Background papers

- 15.1 Background papers are available upon request from the Human Resources.

Officer Contact: Alison Brown **Date:** 29 May 2018