

FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

24 May 2022

Report of the Director of Organisation Development & Policy

**Chief Executive, Chief Officer, Local Government Service, Soulbury,
Degree and Higher Apprentice 2021/22 pay agreement**

1. Purpose

- 1.1 For the Committee to note the implementation of a one year pay agreement for Local Government Services Grades 1/2 to 16, Degree and Higher Apprentices, the Joint Negotiating Committee (JNC) for chief executives and chief officers Grades 17 and above (effective 1 April 2021) and Soulbury Committee (effective 1 September 2021).

2. Information and Analysis

- 2.1 The national pay agreement for Local Government Service employees, is attached at Appendix 2, the main points of the pay agreement are:
- A one year pay deal effective from 1 April 2021
 - 2.75% pay award on pay grade 1/2 at to achieve a minimum pay rate of £9.50 per hour
 - 1.75% pay award on grade 3 to grade 16

The national pay agreement for Chief Executives is attached at Appendix 3 and Chief Officers is attached at Appendix 4, the main points of the pay agreement are:

- A one year pay deal effective from 1 April 2021
- 1.5% pay award on all pay points for chief executives and chief officers (grade 17 and above)

The national pay agreement for Soulbury employees, is attached at Appendix 5, the main points of the pay agreement are:

- A one year pay deal effective from 1 September 2021
- 1.75% pay award on all pay points

- 2.2 It was agreed as part of Single Status implementation in 2010 that Derbyshire Pay Scales would be adjusted by any 'cost of living' increase agreed nationally by the relevant National Joint Committee.

In line with the relevant National Pay agreements, pay has be backdated to the 1 April 2021 for employees on Derbyshire Pay Scales, along with those on higher and degree apprentice pay scales, and to 1 September for employees on Soulbury Pay Scales. This will include backdated payments on additional hours, overtime and allowances.

3. Consultation

- 3.1 The trade unions have been engaged to outline the revised Derbyshire Pay Scales for 2021/22 (Appendix 6) reflecting the national pay agreement.
- 3.2 Soulbury pay scales are set and agreed by the national negotiating body and are therefore applied as agreed by the Council.

4. Alternative Options Considered

- 4.1 An alternative consideration could be to not apply the pay agreement for 2021/22, however, the requirement for employees to receive a pay agreement is detailed within employee's terms and conditions and therefore this is not a viable alternative.
- 4.2 In addition the Council could negotiate the pay agreements locally, however the Council has previously agreed to reflect the national pay agreements of the relevant national negotiating bodies for Local Government Services, Soulbury, Chief Officers and Chief Executives.

5. Implications

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

6. Background Papers

6.1 None

7. Appendices

- 7.1 Appendix 1 – Implications.
- Appendix 2 – Local Government Service Pay 1 April 2021
- Appendix 3 – Chief Exec Pay 1 April 2021
- Appendix 4 – Chief Officer Pay 1 April 2021
- Appendix 5 - Soulbury Pay Agreement 2021
- Appendix 6 – Salary Scales 2021/22

8. Recommendation(s)

- 8.1 That Committee notes the pay agreements applied as outlined within the report.

9. Reasons for Recommendation(s)

- 9.1 As application of the pay agreement is a contractual requirement this recommendation fulfils our employer responsibility, and the Committee are asked to note the application of the pay agreements.

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Implications

Financial

- 1.1 The Council's 2021-22 approved budget set aside an amount of £2.313m for the pay award, reflecting the assumption that it would be 'bottom loaded' only, with no general increase. This assumption was made with the expectation that Departments would pick up any additional costs. The cost to the Council of the subsequent pay agreement, which gives employees on National Joint Council (NJC) pay point 1 an increase of 2.75%, and employees on NJC pay point 2 and above an increase of 1.75%, is estimated to be £4.209m. Departments have received additional one-off funding to meet the shortfall of £1.896m in 2021-22. There is also an ongoing pressure arising in each subsequent year for £1.896m. The intention is that in 2022-23 this pressure to Departments will be reviewed through the established budget monitoring process, alongside other factors affecting the in-year position, such as demand and other inflationary pressures. These pressures will be considered together, to assess whether they are containable within existing departmental budgets.
- 1.2 The Council's 2022-23 approved budget set aside a 2% increase, amounting to £6.789m, to cover any potential pay award in this year, from a starting position for 2021-22 which assumed that the latest offer at that time, which was the July 2021 pay offer of 2.75% for employees on NJC pay point 1 and 1.75% for employees on all NJC pay points 2 and higher, was adopted. These are the increases subsequently agreed, as noted above.

Legal

- 2.1 The council has agreed through single status to apply pay award in line with national pay agreements as outlined within the report. The report complies with the requirement outlined in the Working For Us booklet that pay awards will be added to all pay points from 1 April each year for employees on Derbyshire Pay Scales and from 1 September for employees on Soulbury Pay Scales. Not to pay the award would be contrary to the terms and conditions of employment and a breach of the employment contract.
- 2.2 The terms of reference for ACOS require the Committee to consider proposals for changes to standards terms and conditions of employment including the local implementation of national pay awards to the Council's pay structure.

Human Resources

- 3.1 The Council engaged the recognised local trade unions on the application of the national pay agreement prior to implementation of the updated 2021/22 Derbyshire Pay Scales. Employees were notified of the national pay agreement through the Our Derbyshire bulletin and payment has been successfully backdated to 1 April 2021 for Employees on Derbyshire Pay Scales 1/2 to G16 along with their normal salary in March 2022. Employees covered under the JNC chief officer and chief executive pay agreements reached in February 2022, received their backdated pay in their February pay 2022. Employees on Soulbury Pay Scales received their pay award and backdated pay to 1 September 2022 in their pay in March 2022.

Information Technology

- 4.1 None

Equalities Impact

- 5.1 The national pay agreements are applied consistently to all pay grades of the Derbyshire Pay Scales and Soulbury Pay Scales reflective of the relevant national negotiating bodies pay agreements. The Council's job evaluation scheme ensures that all jobs are evaluated and graded consistently to ensure equal pay for work of equal value.

Corporate objectives and priorities for change

- 6.1 This proposal aligns with the people priorities outlined within the Councils People Strategy and in particular to 'Promote diversity and inclusion, enable responsive workforce plans and develop credible reward strategies' by applying pay agreement in a fair and consistent manner.

Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)

- 7.1 None

National Joint Council for local government services

Employers' Secretary

Naomi Cooke

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18 Smith Square
London SW1P 3HZ
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info@local.gov.uk

Trade Union Secretaries

Rehana Azam, GMB
Mike Short, UNISON

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localgovernment@unison.co.uk

**To: Chief Executives in England, Wales and N Ireland
(copies for HR and Finance Directors)**

Members of the National Joint Council

28 February 2022

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2021-22

Pay

Agreement has been reached on rates of pay applicable from **1 April 2021**.

Employers are encouraged to implement this pay award as swiftly as possible.

The new pay rates are attached at **Annex 1**. The new rates for allowances, uprated by 1.75 per cent, are set out at **Annex 2**.

The NJC has agreed to recommence the review of Term-Time Only working arrangements, which was paused at the outbreak of the pandemic.

The NJC has also agreed to enter into discussions on homeworking policies, mental health support and maternity etc leave.

Backpay for employees who have left employment since 1 April 2021

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2021 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly.

Further detail is provided in section 15 of the HR guide which is available on the employer resources section of www.lgpsregs.org

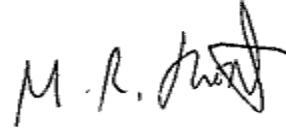
Yours sincerely,

*Naomi
Cooke*

Naomi Cooke



Rehana Azam



Mike Short

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

3 February 2022

Dear Chief Executive,

CHIEF EXECUTIVES' PAY AGREEMENT 2021-22

Agreement has now been reached on the pay award applicable from **1 April 2021**.

The individual basic salaries¹ of all officers within scope of the JNC for Chief Executives of Local Authorities should be increased by 1.50 per cent with effect from 1 April 2021.

Employers are encouraged to implement this pay award as swiftly as possible.

This pay agreement covers the period 1 April 2021 to 31 March 2022.

Backpay for employees who have left employment since 1 April 2021

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2021 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in section 15 of the HR guide which is available on the

Yours faithfully,

Naomi Cooke

Ian Miller

Joint Secretaries

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

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

9 February 2021

Dear Chief Executive,

CHIEF OFFICERS' PAY AGREEMENT 2021-22

Agreement has now been reached on the pay award applicable from **1 April 2021**.

The individual basic salaries¹ of all officers within scope of the JNC for Chief Officers of Local Authorities should be increased by 1.50 per cent with effect from 1 April 2021 (NB: the percentage increases apply to individual salaries as well as pay points, if applicable).

Employers are encouraged to implement this pay award as swiftly as possible.

This pay agreement covers the period 1 April 2021 to 31 March 2022.

Backpay for employees who have left employment since 1 April 2021

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2021 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in section 15 of the HR guide which is available on the employer resources section of www.lgpsregs.org

Yours faithfully,



Rehana Azam

*Naomi
Cooke*

Naomi Cooke

Joint education services circular no. 222 – Soulbury pay award for 2021

24 February 2022

To: Chief Executives of County Councils and Metropolitan Districts and Unitary Authorities in England; Chief Executives of London Boroughs; Chief Executives of County Councils and County Borough Councils in Wales; Directors of Children's Services/Directors of Education of County Councils Metropolitan Districts and Unitary Authorities in England; Directors of Children's Services/Directors of Education of London Boroughs; Directors of Children's Services/Directors of Education of County Councils and County Borough Councils in Wales; Members of the Soulbury Committee Subscribers

Dear Sir/Madam

Joint education services circular no 222 Soulbury pay agreement: 2021

Following negotiations, we can confirm that the Soulbury Committee has reached an agreement on a pay award for 2021 which is as follows:

- an increase of 1.75 per cent on all pay points on the Educational Improvement Professionals' pay spine, Young People's/Community Service Managers' pay spine and Educational Psychologists' pay spines on 1 September 2021 (to be backdated)
- an increase of 1.75 per cent on all London and Fringe area allowances on 1 September 2021 (to be backdated).

The Soulbury Committee has also agreed to discussions on a without prejudice basis to review the current Soulbury pay structure and the role of the Soulbury Officer,

A revised salary scale is attached for your information (Appendix I).

Yours sincerely

David Algie Employers Side Secretariat Employers' Side Secretary: Sarah Ward
Local Government House Smith Square LONDON SW1P 3HZ Tel 020 7664 3188
Fax 020 7664 3030

David Powell Officers' Side Secretary Officers' Side Secretary: David Powell
Hamilton House Mabledon Place London WC1 9BD
Tel: 020 7388 6191 Fax 020 7387 8458

Salary scales 2021 to 2022

Table showing our salary scales and pay points.

Grade	Pay point	Annual salary	Hourly rate
Grades 1 and 2	1	£18,333	£9.50
Grade 3	2	£18,516	£9.60
Grade 4	3	£18,887	£9.79
Grade 5	4	£19,264	£9.99
	5	£19,650	£10.19
Grade 6	6	£20,043	£10.39
	7	£20,498	£10.63
Grade 7	8	£21,108	£10.94
	9	£21,747	£11.27
	10	£22,384	£11.60
	11	£23,021	£11.93
Grade 8	12	£23,657	£12.26
	13	£24,294	£12.59
	14	£24,932	£12.92
	15	£25,568	£13.25
Grade 9	16	£26,204	£13.58
	17	£26,841	£13.91
	18	£27,478	£14.24
	19	£28,113	£14.57
Grade 10	20	£29,184	£15.13
	21	£30,251	£15.68
	22	£31,320	£16.23
	23	£32,389	£16.79
Grade 11	24	£33,489	£17.36
	25	£34,589	£17.93
	26	£35,688	£18.50
	27	£36,788	£19.07
Grade 12	28	£37,915	£19.65
	29	£39,042	£20.24
	30	£40,172	£20.82
	31	£41,299	£21.41
Grade 13	32	£42,513	£22.04

	33	£43,727	£22.67
	34	£44,941	£23.30
	35	£46,156	£23.93
Grade 14	36	£48,007	£24.88
	37	£49,856	£25.84
	38	£51,708	£26.80
	39	£53,561	£27.76
Grade 15	40	£55,409	£28.72
	41	£57,261	£29.68
	42	£59,113	£30.64
	43	£60,962	£31.60
Grade 16	44	£62,872	£32.59
	45	£64,782	£33.58
	46	£66,690	£34.57
	47	£68,599	£35.56
Grade 17	48	£81,855	£42.43
	49	£83,901	£43.49
	50	£85,948	£44.55
	51	£87,994	£45.61
	52	£90,042	£46.67
Grade 18	53	£93,788	£48.62
	54	£96,134	£49.83
	55	£98,480	£51.05
	56	£100,824	£52.26
	57	£103,169	£53.48
Grade 19	58	£99,016	£51.33
	59	£101,491	£52.61
	60	£103,966	£53.89
	61	£106,443	£55.18
	62	£108,919	£56.46
Grade 20	63	£119,637	£62.01
	64	£122,628	£63.56
	65	£125,617	£65.11
	66	£128,610	£66.67
	67	£131,600	£68.22
Grade 21	68	£163,415	£84.71
	69	£168,317	£87.25
	70	£173,367	£89.87
	71	£178,568	£92.56

Higher Level Apprenticeship scale	
	2021/22
HA1	£17,564
HA2	£17,773
HA3	£17,982
HA4	£18,191
Degree Apprenticeship Scale	
	2021/22
DA1	£18,191
DA2	£18,400
DA3	£18,610
DA4	£18,819