

Report of the HR Committee – for decision

Chairman: Cllr Liz Leyshon – Lead Member for Finance and Human Resources

Division and Local Member: All

Lead Officer: Chris Squire, Director of Customers, Digital and Workforce

1.1 This report covers the meeting of the Committee on 17 November 2022 which considered three items of business:

- Chief Officer Pay Award 2022-23
- Update on LGR People Workstream
- Employment Policies

1.2 On 1 November 2022, the National Joint Council (NJC) for local government services reached agreement on a one year pay award for 2022/23, applicable to Green Book staff. Details are outlined below:

With effect from 1 April 2022, an increase of £1,925 (pro-rata for part time staff) on all NJC pay points 1 and above (as listed in Annex A of the NJC Local Government Services pay agreement 2022/23 circular dated 1st November 2022).

With effect from 1 April 2022, an increase of 4.04 per cent on all allowances (as listed in Annex 2 of the NJC Local Government Services pay agreement 2022/23 circular dated 1 November 2022).

1.3 In recent years, the Green Book national pay award has been a percentage increase on basic salary. The 2022 pay award offer differs from previous years and is based on an increase of £1,925, which reflects a different percentage increase, depending on basic salary. For the lowest paid workers on Spinal Column Point (SCP) 1, currently SCC Grade 17, on a salary of £18,333, this will equate to a 10.5% increase. The maximum Green Book JNC national pay spine is SCP 43, on a salary of £47,665, this will equate to a 4.04% increase.

1.4 Employers are encouraged to implement the pay award as swiftly as possible. We will ensure the Green Book pay award is implemented in the November payroll for Grades 1 to 4. The Chief Officer and Chief Executive pay award requires Full Council approval. The next meeting is on 23 of November 2022, which is after the normal payroll deadline, however as this change only applies to a small number of Officers it is anticipated the change will be able to be implemented in time for November pay.

The recommendation to apply a £1,925 pay award to Chief officers Grades 2 and 3, which is in line with Green Book staff, is intended to ensure fairness and equity in pay awards for all staff. The financial impact of a £1,925 pay award for Chief Officer

cohort is £26,950 (excluding on costs) and falls within budget forecasts. The percentage increase varies dependant on salary with the bottom point of Chief Officer Grade 3 receiving 2% and bottom of Grade 2 receiving 1.7%.

Recommendations

The HR Committee agreed to recommend the Council:

- **To approve the 2022/23 pay award for Somerset County Council Chief Officers, at Somerset Grades 2-3, of £1,925 to reflect the increase agreed nationally for Green Book staff and Chief Officers.**
- **To agree that no pay increase is awarded to the recently appointed Chief Executive.**
- **Note the nationally agreed Green Book pay award for 2022/23 and the updated Somerset salary rates for grades 17 to 4 for the financial year 2022/23.**

Items Discussed (for information)

3.1 Update on LGR People Workstream

The Committee received an update on the LGR People Workstream from the Director of Customers, Digital and Workforce who provided an overview on the various sub-workstreams or programmes within the People Workstream, including:

- Behaviours & culture.
- Organisational development through development of a single learning management system.
- Organisational design with initial SLT consultations already taken place.
- Payroll & HR management with single payment system (Mendip & Sedgemoor District Councils will be included from end October), move to a single finance system in MS Dynamics, and replacement system for SAP.
- Senior Management Appointments & Recruitment.
- Staff Terms & Conditions.
- TUPE and organisational change.
- Wellbeing and Ways of Working through the Dynamic Working Strategy, Occupational Health, Employee Assistance, rapid access to physio and the Wellbeing Strategy..
- Diversity and Inclusion including overseas workers.
- Health and Safety with policies considered by trade unions.
- Single recruitment system.

3.2 Employment Policies

We agreed at our last meeting, any employment policy which meets one or more of the criteria below would be brought to the HR Committee for approval

- a) Where there is a significant/notable change to existing SCC policy
- b) Something is contractual / is a term or condition
- c) Where there is a cost implication – for example redundancy compensation scheme, sick pay, annual leave entitlement determination
- d) Anything that the unions will not agree on/sign-off

It was also agreed that any significant impact to any District Council partner's existing policy is 'flagged' for the HR Committee's awareness. All other policies will be approved via delegated authority, by the Director of Customers, Digital & Workforce.

Based on the criteria above, and highlighted in blue on a summary table in the report we approved after a thorough discussion the following policies:

- Capability
- Maternity (excluding Contractual Maternity Pay)
- Paternity

In addition, and highlighted in yellow on the summary table in the report we noted the following policies where there would be a significant impact to one or more of the District Councils' existing policies. It should be noted that none of the District policies referred to are contractual. These are:

- Adoption (excluding Contractual Adoption Pay)
- Compassionate Leave
- Emergency Time off for Dependents
- Standards of Conduct

4. Background papers

Agenda and papers for the HR Committee meeting on 17 November 2022.