

Somerset County Council

HR Policy Committee

– 5 April 2022

Pay Award – 2021/2022

Cabinet Member: Cllr Mandy Chilcott, Deputy Leader and Cabinet Member for Resources

Lead Officer: Chris Squire, HR&OD Director

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<i>Please complete sign off boxes below prior to submission to Community Governance</i>			
Report Sign off	Seen by:	Name	Date
	Legal	Tom Woodhams	25/03/22
	Corporate Finance	Jason Vaughan	23/3/2022
	Human Resources	Chris Squire	22/3/2022
	Cabinet Member	Mandy Chilcott	01/04/22
	Monitoring Officer	Scott Wooldridge	25/03/22
Summary:	The Report sets out the changes to Green Book Pay as a result of the national agreement on the 2021/22 pay award. Also seeks a decision on the increase to Chief Executive Grade 1 and Chief Officers Grade 2-3 salaries for the same period now that the Green Book pay has been set nationally.		
Recommendations:	<p>The members of the HR Policy Committee are asked to :</p> <ol style="list-style-type: none"> Note the nationally agreed Green Book pay award for 2021/22 is 1.75% backdated to April 2021. Request that a report is submitted to Full Council in April to approve a 1.75% pay increase backdated to April 2021 for Somerset Grades 1-3, to reflect the agreed national Green Book pay increase awarded. 		
Reasons for Recommendations:	As from 1st April 2012, determination of any salary/cost of living progression for Chief Executive and SLT is undertaken by the HR Policy Committee. In recent years this has mirrored the Green Book pay award for staff.		
Links to Priorities and Impact on Service Plans:	Appropriate pay provisions for staff, SLT and Chief Executive are fundamental to the delivery of the Council's objectives and services as set out in the County Plan.		
Financial, Legal and HR Implications:	The annual cost of living increase for SLT and Chief Executive pay falls within budget 2021/22. There are no other HR implications.		

Equalities Implications:	The Council's duty under Section 149 of the Equality Act 2010 is to have "due regard" to the matters set out in relation to equalities when considering and making decisions. There are no direct equality impacts associated with the proposed pay award. There are also no direct impacts on sustainability, health and safety, community safety or privacy aspects as a result of the recommendations
Risk Assessment:	Failure to pay competitive salaries for Chief Executive and SLT team members may result in turnover of Directors and therefore some instability for services.
Scrutiny comments / recommendation (if any):	None

1. Background

- 1.1.** At the end of February 2022, the National Joint Council (JNC) for local government services reached agreement on a 1.75% pay award applicable to Green Book staff backdated to 1st April 2021.

In addition, the NJC has agreed to recommence the review of Term-Time Only working arrangements, which was paused at the outbreak of the pandemic. Agreement was also agreed to enter into discussions on homeworking policies, mental health support and maternity etc leave.

- 1.2.** In recent years, the Green Book national pay award has been applied to Somersets Chief Executive Grades 1 and Chief Officers Grade 2-3. The HR Policy Committee is asked to determine whether to apply this 1.75% award to all Officers in Grades 1-3.

A 1.5% pay award has been agreed on behalf of local authorities Chief Executives and Chief Officer, for those still represented by JNC negotiations. SCC is out of scope of this agreement.

- 1.3.** In line with the HR Policy Committee workshop meeting discussion on 18th January 2022 and as noted at Full Council, agenda item 9, on 23rd February 2022, it was agreed that Grades 1-3 pay would be reviewed in line with Green Book pay negotiations.

- 1.4.** In terms of performance, Somerset County Council has achieved its key performance measures during the year as well as setting a balanced budget for 2022-23. The Leadership Team has also steered the Council through the pandemic and is leading local government reorganisation in the County.

2. Options Considered

- 2.1.** No alternatives are available in relation to the application of the 1.75% pay award for Green Book staff (staff in Grades 17 – 4 in both schools and SCC) as this is nationally agreed.
- 2.2.** There are two options for consideration for the Chief Executive Somerset Grade 1 and Chief Officers Somerset Grade 2-3 pay award, as outlined below:

2.2.1 Option 1

In recent years the Chief Executive Somerset Grade 1 and Chief Officers Somerset Grades 2-3 have received the same percentage pay increase as Green Book staff. On this basis a pay award of 1.75 % for the Chief Executive Grade 1 and Chief Officers Grades 2-3 is considered to cover the period 1 April 2021 to 31 March 2022.

2.2.2 Option 2

Although SCC opted out of national pay negotiations for Chief Executives and Chief Officers of Local Authorities some years ago (1st April 2012) it is open to the council to follow the 2021/22 pay agreement for those within scope of the JNC. For Chief Executives and Chief Officers of local authorities this is an increase of 1.5%. In recent years the national negotiated pay awards for Chief Executives and Chief Officers has been the same as Green Book so the question has not arisen.

3. Consultations undertaken

- 3.1.** Updates on the Green Book NJC national pay negotiations have been discussed at the Joint Negotiation Forum in Somerset. Members were consulted throughout 2021 as to their views on the pay offer.
- 3.2.** The Chief Executive and Chief Officer pay award proposal has been circulated to the Joint Negotiation Forum for comment on 15th March 2022, requesting responses by end of the day on 23rd March 2022. No comments were received.

4. Implications

- 4.1.** The recommendation to apply a 1.75% pay award to the Chief Executive Grade 1 and Chief officers Grade 2-3, which is in line with Green Book staff, is intended to ensure fairness and equity in pay awards for the 2021-22 financial year.

- 4.2.** The 2021/22 budget and additional contingency provided for a pay award of 2%. The financial impact of a 1.75% pay award for chief officers is £40,000. As the backdated payments will be paid after April 2022 it will be subject to the additional 1.25% increase in National Insurance for both employer and employee.

5. Background papers

- 5.1** Appendix 1 – new salary rates by spinal column points for Green Book staff Grades 17-4.