



Personnel Sub-Committee 11 June 2013

Cost of Living Pay Rise for Chief Officers

Purpose of report

This report considers implementation of the 2013 cost of living pay rise for the Chief Executive and Executive Director.

Appendices A and B – National Joint Council letters confirming no pay offer for Chief Executives and Chief Officers.

1.0 Background

- 1.1 On 23 April 2013 Personnel Sub Committee agreed a 1% cost of living pay rise for all staff from 1 April 2013.
- 1.2 On 24 April 2013 it was confirmed that this offer had been made nationally to the trade unions. They are currently balloting their members to consider whether to accept this offer.
- 1.3 On 26 April 2013 it was confirmed that there would be no cost of living pay rise for Chief Executives or Chief Officers offered nationally.
- 1.4 In light of this development, the implementation of the 1% pay rise for ENC's Chief Executive and Executive Director was put on hold to enable this Sub-Committee to reconsider their previous decision in the light of the continued national pay freeze for Chief Officers.. These are the only roles at ENC which are covered by these separate national negotiations.

2.0 Financial implications

- 2.1 A 1% cost of living pay rise is already built into the Council's Medium Term Financial Strategy for all staff including the Chief Executive and Executive Director.

3.0 Legal implications

- 3.1 There are no known legal implications.

4.0 Risk implications

- 4.1 There are no perceived risk implications.

5.0 Equality implications

- 5.1 There are no known equality implications.

6.0 Recommendation

- 6.1 Councillors are asked to reconsider whether the 1% cost of living pay rise for 2013, backdated to 1 April 2013, should still be awarded to the Chief Executive and Executive Director.

[Reason: to ensure the Council can successfully recruit and retain knowledgeable and skilled employees]

Legal	Power: Local Government Act 1972.				
	Other considerations:				
Background Papers:					
Person Originating Report: Aime Armstrong – Human Resources Manager					
Date: 17 May 2013					
CFO		MO		CX	

(Committee Report Normal Rev. 22)

Brian Strutton
Officers' Side Secretary
JNC for Chief Officers of Local Authorities
GMB
22/24 Worple Road
London
SW19 4DD

26 April 2013

Dear Brian,

LOCAL GOVERNMENT PAY 2013

You will be aware that on 24 April the National Employers formally responded to the NJC Trade Union Side's 2013 pay claim.

In reaching their decision in respect of the main local government workforce the employers also considered the other national negotiating groups for which they have responsibility, including the JNC for Chief Officers of Local Authorities. The employers appreciate that the JNC Officers' Side has not made a claim in respect of 2013/14, and may not have intended to do so. However, they felt that it would be only fair to inform you now that they will not be in a position to make any offer in response to a claim from your Side.

The Employers hope that your members will understand the reasons why this is the appropriate decision.

Yours sincerely,

A handwritten signature in black ink that reads "Sarah Messenger".

Sarah Messenger
Head of Workforce

cc Mike Short, UNISON

Mary Orton
Officers' Side Secretary
JNC for Chief Executives of Local Authorities
Waverley Borough Council
The Burys
GODALMING
GU7 1HR

26 April 2013

Dear Mary,

LOCAL GOVERNMENT PAY 2013

You will be aware that on 24 April the National Employers formally responded to the NJC Trade Union Side's 2013 pay claim.

In reaching their decision in respect of the main local government workforce the employers also considered the other national negotiating groups for which they have responsibility, including the JNC for Chief Executives of Local Authorities. The employers appreciate that the JNC Officers' Side has not made a claim in respect of 2013/14, and may not have intended to do so. However, they felt that it would be only fair to inform you now that they will not be in a position to make any offer in response to a claim from your Side.

The Employers hope that your members will understand the reasons why this is the appropriate decision.

Yours sincerely,

A handwritten signature in black ink that reads "Sarah Messenger".

Sarah Messenger
Head of Workforce