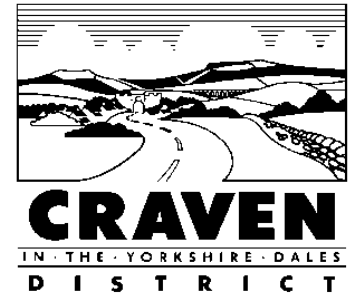


# **EXTRAORDINARY COUNCIL MEETING**



## **NJC Pay Award**

### **Report of the Chief Executive**

#### **Lead Member – Leader of the Council**

**Ward(s) affected: None**

#### **1. Purpose of Report**

- 1.1 The purpose of this report is to seek Member approval to:
- Implement the Pay Award to Staff that has yet to be agreed by the Trade Unions for April 2022 to March 2023

#### **2. Recommendations – Members are recommended to:**

- 2.1 Approve implementation of the Pay Offer and payment of accrued back pay to all Staff including Chief Officers.

#### **3. Background**

- 3.1 Pay awards are not normally brought for a decision by full council, the Chief Executive having specific delegated authority under the Scheme of Delegation to Officers to implement any national agreements that are negotiated.
- 3.2 Unfortunately, no agreement has been reached in this year's round of negotiations, the employer's negotiating team being adamant that there will be no increase in their final offer of £1,925 on all spinal points for all staff including Chief Officers and Chief Executives.
- 3.2 The Trade Unions, GMB and UNISON are now to ballot their member with the results on whether to accept the offer.
- 3.3 It is anticipated that the result from the ballot will be available by the middle of September 2022.
- 3.4 If an improved offer is made by the employer's side, and accepted by the unions, then this will be implemented in full and backdated accordingly.

#### **4. Justification**

- 4.1 It has become apparent that with the rising cost of living and the rise in National Insurance, staff are indeed struggling and are eager for the pay

award to be finalised. In the circumstances, Members are asked to consider approving implementation of the Employer's final Pay Offer and payment of accrued back pay to all Staff and Chief Officers.

- 4.2 The Unions are concerned and agree that a further delay is unfair on staff. CDC must be aware that if they were to honour the pay award before a national agreement is in place, then this would be outside of the existing collective agreement. However, the Unison have agreed to a local agreement being put in place until the outcome of the ballot.

## **5. Risks**

- 5.1 The implications for CDC to "impose" the employers offer in the absence of a formal agreement and pay circulars having been agreed could result in undermining the current employer's national stance and create issues with any union not willing to agree to the early implementation. Any issues would have to be dealt with appropriately. However, it is worth noting that all councils in North Yorkshire are taking this approach and have already gained approval or are seeking such approval from their respective councils.
- 5.2 The other issue with 'imposition' is ensuring CDC has a lawful basis for incurring the expenditure when there is not a collective agreement that legally requires payment to be made.

## **6 Financial and Value for Money Implications**

- 6.1 The budget for 22/23 includes a sufficient amount to implement the award.

## **7. Legal Implications**

- 7.1 None.

## **9. Contribution to Council Priorities**

- 9.1 To ensure that CDC complies with the NJC pay awards for staff

## **10 Impact on the declared Climate Emergency**

- 10.1 None from this report

## **11. Risk Management**

- 11.1 None from this report

- 11.2 **Chief Finance Officer (s151 Officer) Statement** – None from this report

- 11.3 **Monitoring Officer Statement** – None from this report

## **12. Equality Impact Analysis**

- 12.1 N/a

**13. Consultations with other**

The Trade Unions will be informed if approved.

**14 Appendices**

None

**15 Author of the Report**

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Note: Members are invited to contact the author in advance of the meeting with any detailed queries or questions.