

## CAMBRIDGE CITY COUNCIL

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REPORT OF: Head of HR

TO: Civic Affairs Committee

19/9/2013

WARDS: All

### **IMPLEMENTATION OF NATIONAL PAY AWARD - REPORTING TO CIVIC AFFAIRS**

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#### **1 INTRODUCTION**

- 1.1 This report updates the Civic Affairs Committee on the implementation of the national pay award for staff on National Joint Council for Local Government Services (NJC) terms and conditions of appointment, with effect from 1 April 2013, following the agreement reached under national collective bargaining in July 2013.
- 1.2 The report also asks Civic Affairs Committee to consider the need for further reporting on national pay awards and other allowances payable to officers at future meetings of the Committee.

#### **2. RECOMMENDATIONS**

- 2.1 Civic Affairs Committee is asked to note the implementation of the national pay award in accordance with national pay agreements for staff on City Pay Bands 1-9, with effect from 1 April 2013.
- 2.2 Civic Affairs Committee agree to recommend to Council a change in the scheme of delegation to remove the requirement for any action taken in pursuance of this delegation to the Director of Resources to be reported to the Civic Affairs Committee at its next meeting, and that instead Members be advised by the Director of Resources when such action has been taken, and a record of that advice be made available to the public.

### 3. BACKGROUND

- 3.1 Pay awards for staff on City Pay Bands 1-9 are determined in accordance with nationally negotiated collective agreements. The City Council receives notification when an award has been agreed at national level and then implements this in accordance with staff contractual commitments.
- 3.2 There have been no nationally agreed pay awards since 2009. This is the first year of a national pay award since then. The award was for 1% across the pay points on the national pay scales.
- 3.3 Following the review of pay terms and conditions in 2012 the Council now uses the HMRC mileage allowances and no longer applies NJC car allowances.
- 3.4 The Council moved to locally determined allowances following the 2003 Single Status Agreement. Where applicable, any allowances were reviewed in 2011/2012 as part of the Pay, Terms and Conditions Review, which was considered by Civic Affairs and Council in January 2012.
- 3.5 The Council's Constitution contains a delegation to the Director of Resources relating to Civic Affairs Committee as follows:
- Service Area Delegations: Council or Regulatory Functions
- Power delegated by Civic Affairs Committee
- To implement any award of a joint negotiating body so far as it concerns rates of salary, wages, car allowances or other allowances payable to officers and other employees of the Council except where the terms thereof involve the exercise of a discretion by the Council provided that any action taken in pursuance of this paragraph shall be reported to the Civic Affairs Committee at its next meeting.
- 3.6 This delegation contains a requirement to report to the Civic Affairs Committee at its next meeting when the Director of Resources has agreed to implement an award from a joint negotiating body, in this case the NJC, in so far as it concerns rates of salary, in this case, the nationally agreed pay award.
- 3.7 The Civic Affairs Committee is asked to consider the need for further reporting on national pay awards to this Committee.

- 3.8 The City Council were notified of the nationally agreed pay award of the National Joint Council (NJC) for Local Government Services which covers over 1.4 million local government workers, by letter from the Local Government Association dated 15 July 2013. The implementation date for the agreement was 1 April 2013. This is the first meeting of Civic Affairs following notification of the award.
- 3.9 The pay award and any backdating was paid with August salaries.

#### **4. CONSULTATIONS**

- 4.1 The Head of Legal Services and Director of Resources have been consulted on this report.

#### **5.0 CONCLUSIONS**

- 5.1 This report updates the Civic Affairs Committee in accordance with the delegation to the Director of Resources concerning national pay awards and asks Civic Affairs Committee to consider the need for further reports and whether to amend the delegation to the Director of Resources.

#### **6.0 IMPLICATIONS**

##### **(a) Financial Implications**

The potential cost of the implementation of a national pay award was considered and agreed as part of the Council's budget setting process for 2013/14. The implementation costs are in line with the budget.

##### **(b) Staffing Implications**

The national pay award applies to all staff on City Pay Bands 1-9. It does not apply to staff on JNC grades (heads of service, directors, chief executive)

##### **(c) Equal Opportunities Implications**

An equality impact assessment has not been prepared for this item.

(d) **Environmental Implications**

None

(e) **Procurement**

There are no procurement considerations in this report.

(f) **Consultation and communication**

This report relates to a staffing matter.

(g) **Community Safety**

There are no community safety considerations in this report.

**BACKGROUND PAPERS:** The following are the background papers that were used in the preparation of this report:

- Letter dated 15 July 2013 from the Local Government Association (LGA) advising of the nationally agreed pay award for 2013 for staff covered by the National Joint Council (NJC) for Local Government Services.
- The Council's Constitution – Delegations to the Director of Resources

To inspect these documents contact Deborah Simpson, Head of HR on 01223 458101.

The author and contact officer for queries on the report is Deborah Simpson. Head of HR on 01223 458101.

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