

CAMBRIDGE CITY COUNCIL

Officer Record of Decision

What decision(s) has been taken:	To implement the Joint Negotiating Committee for Chief Officers of Local Authorities Pay Award for 2020-21.
Who made the decision:	Chief Executive
Date decision made:	01 September 2020
Matter for Decision /Wards affected	Decision delegated from Civic Affairs Committee
Reason(s) for the decision including any background papers considered	To implement the nationally agreed pay award for chief officers following receipt of notification by circular from the Joint Negotiating Committee for Chief Officers of Local Authorities dated 24 August 2020.
Any alternative options considered and rejected:	The pay award for the chief officer level posts (Strategic Directors and Heads of Service on HOS grade) is determined by national level collective bargaining between the national employers and trade unions. Once agreed at a national level the City Council implements the pay award in accordance with the terms of staff contracts of employment.
Conflicts of interest and dispensations granted by the Chief Executive:	The Chief Executive is exercising this decision as the Head of Human Resources has a personal interest in this pay award.
Other Comments:	<p>This decision is taken in accordance with the delegated authority from Civic Affairs Committee to the Head of Human Resources, as follows:</p> <p>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</p>

discretion by the Council provided that when any action is taken in pursuance of this paragraph members are advised by the Head of Human Resources and a record of that advice be made available to the public.

Reference: 20/Civ/4

Contact for further information: Antoinette Jackson, Chief Executive