

CAMBRIDGE CITY COUNCIL

Officer Record of Decision

What decision(s) has been taken:	To implement the National Joint Council for local government services (NJC) Pay Award for 2021-22.
Who made the decision:	Head of Human Resources
Date decision made:	28 February 2022
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 staff on Bands 1-11 following receipt of notification by circular from the National Joint Council for local government services (NJC) dated 28 February 2022. The award is for 1.75%.
Any alternative options considered and rejected:	The pay award for staff on pay bands 1-11 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:	None
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 discretion by the Council provided that when any action is taken</p>

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: TBC

Contact for further information: Deborah Simpson, Head of Human Resources