

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 2022-23 for employees on Bands 1-11 and on Cambridge Live terms and conditions.
Who made the decision:	Head of Human Resources
Date decision made:	2 November 2022
Matter for Decision /Wards affected	Decision delegated from Civic Affairs Committee
Reason(s) for the decision including any background papers considered	<p>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 1 November 2022. The award is for a flat rate of £1925 on each pay point and is backdated to 1 April 2022.</p> <p>The award also includes the addition of 1 day of annual leave, effective from 1 April 2023. This will increase the annual leave entitlement from 24 to 25 days and after 5 years of service, from 29 to 30 days.</p> <p>Council in February 2020 agreed to introduce a pay award mechanism with effect from 1 April 2020 for staff on Cambridge Live terms and conditions of employment, based on comparison to the NJC pay award. Authority is delegated to the Head of Human Resources to implement any future pay awards, following consultation with the Chief Executive and Executive Councillor for Finance and Resources.</p> <p>The pay award will also apply to five staff who remain on Cambridge Live terms and conditions. The flat rate of £1925 will be applied to the relevant pay points. These posts are expected to move on to Cambridge City Council terms and conditions by 1 April 2023 when the additional leave will apply.</p>

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.

Council in February 2020 agreed to introduce a pay award mechanism with effect from 1 April 2020 for staff on Cambridge Live terms and conditions of employment.

Conflicts of interest and dispensations granted by the Chief Executive:

None

Other Comments:

This decision is taken in accordance with the delegated authority from Civic Affairs Committee to the Head of Human Resources, as follows:

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 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.

Council in February 2020 agreed to introduce a pay award mechanism with effect from 1 April 2020 for staff on Cambridge Live terms and conditions of employment, based on comparison to the NJC pay award. Authority is delegated to the Head of Human Resources to implement any future pay awards, following consultation with the Chief Executive and Executive Councillor for Finance and Resources.

Reference:

22/Officerdecision/Civ2

Contact for further information:

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