

# Cambridge City Council

## Record of Officer Delegated Decision

To Implement the Joint Negotiating Committee's Chief Officers Pay Agreement  
2024-2025

**Decision taken:** 26 July 2024

**Decision of:** Head of People

**Reference:** Delegation of Civic Affairs Committee

**Date of decision:** 26 July 2024

**Matter for Decision:** Decision delegated from Civic Affairs Committee

**Any alternative options considered and rejected:** The pay award for the chief officer level posts (Directors and Assistant Directors) 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.

**Reason 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 22 July 2024. The award is for an increase of 2.50 per cent on each pay point with effect from 1 April 2024.

**Conflict of interest and dispensation granted by Chief Executive:** None

**Comments:** This decision is taken in accordance with the delegated authority from Civic Affairs Committee to the Head of People 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 People and a record of that advice be made available to the public.

**Contact for further information:** Lynsey Fulcher, Head of People