

Cambridge City Council

Record of Officer Urgent Decision

To Implement the National Joint Council Local Government Services Pay Agreement 2024

Decision taken: To implement the National Joint Council for Local Government Services (NJC) Pay Award for 2024-25 for employees on Bands 1-11.

Decision of: Chief Executive

Reference: Delegation of Civic Affairs Committee

Date of decision: 23 October 2024

Matter for Decision: Decision delegated from Civic Affairs Committee

Any alternative options considered and rejected: The pay award for staff on City 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 outlined in employment contracts.

Reason for the decision including any background papers considered: To implement the nationally agreed pay award for staff on City bands 1-11 following receipt of notification by circular from the National Joint Council for local government services (NJC) dated 22 October 2024. The award is for a flat rate of £1,290 on each pay point from 1 - 43, and an increase of 2.5% for scale points 44 – 56. The award is backdated to April 2024.

Conflict of interest and dispensation granted by the Chief Executive:

The Chief Executive is exercising this decision as the Head of People has a personal interest in this pay award.

Comments: This decision is taken in accordance with the delegated authority from Civic Affairs Committee to the Chief Executive, 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: Robert Pollock, Chief Executive