

RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

meeting date: 22 MARCH 2023
title: UPDATE ON NATIONAL PAY CONSULTATIONS 2023/24
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1 PURPOSE

1.1 To advise members of the latest position with the pay negotiations for 2023/24 for council staff.

1.2 Relevance to the Council's ambitions and priorities:

- Council Ambitions – A well-managed Council must have high calibre, committed and motivated staff. Levels of remuneration have a direct impact on the recruitment and retention of such staff and in ensuring that our services are delivered efficiently and within budget.
- Community Objectives – Our commitment to providing services which are accessible to all includes access to employment opportunities and levels of pay that allow individuals to enjoy an excellent quality of life within the Ribble Valley.
- Corporate Priorities – See above.
- Other considerations – None.

2 PAY CLAIMS SUBMITTED

2.1 Pay claims have been submitted for the following groups of employees for the financial year 2023/24.

'Green Book' Employees

2.2 On the 30 January 2023 the NJC Trade Unions submitted their 2023 pay claim for local government services ('Green Book') employees. Their claim seeks:

- RPI + 2 per cent on all pay points
- Consideration of a flat rate increase to hourly rates of pay in order to bring the minimum rate up to £15 per hour within two years
- A review and improvement of NJC terms for family leave and pay.
- A review of job evaluation outcomes for school staff whose day-to-day work includes working on Special Educational Needs (SEN)
- An additional day of annual leave for personal or well-being purposes
- A homeworking allowance for staff for whom it is a requirement to work from home.
- A reduction in the working week by two hours
- A review of the pay spine, including looking at the top end, and discussions about the link between how remuneration can be used to improve retention.

2.3 The detail in the unions' claim cites an RPI figure of 10.7 per cent, which was the annual forecast for RPI in 2023, published in November 2022 by the Office for Budget Responsibility

'Red Book' Employees

2.4 The JNC Trade Unions submitted their 2023 pay claim for local authority Craftworker ('Red Book') employees. Their claim seeks:

- An increase in all pay rates and allowances of RPI (13.40 per cent) + 2.0 per cent
- A substantial additional increase to tool allowances and tool insurance cover
- A recruitment and retention payment
- Reduction in the basic working week to 35 hours, with no loss of earnings
- An increase of two annual leave days
- A payment for increasing use of technology (PDAs) and home energy systems around tools and vehicles.

Chief Officers

2.5 The 2023 pay claim for local authority Chief Officers was submitted on 7 February 2023 by GMB and Unison. Their claim seeks:

- RPI (10.70 per cent) + 2.0 per cent
- Additional day's leave wef 1 April 2023
- An additional day of annual leave for personal or well-being purposes

Chief Executives

2.6 On 31 January ALACE submitted the 2023 pay claim for local authority Chief Executives. The claim seeks:

- a pay increase for all chief executives in April 2023 and subsequent years that is the same as the percentage increase for the top point on the scale for local government staff covered by the National Joint Council for Local Government Services (NB: If the pay offer is expressed in £s rather than a percentage for the NJC scale, they are seeking a pay increase for chief executives that is not less than the percentage increase for the top point on the NJC scale. If the pay offer for the NJC scale is expressed in percentage terms they are seeking a percentage pay increase for chief executives that is the same as the percentage increase for the top point on the NJC scale, spinal column point 43)
- a direct and immutable link for increases for April 2023 onwards, to ensure that chief executives would receive the same percentage increase as the top point on the NJC scale
- the potential need to review the provision that the leave allowance for chief executives is a minimum of 30 days (inclusive of any long service leave, extra statutory and local holidays). If the 2023 pay deal for NJC staff involves any further increase in annual leave, they would expect to see a matching increase in the minimum leave allowance for chief executives.

2.7 North West Employers held a regional pay consultation briefing on 9 February 2023. These were well attended with over 750 senior officers/councillors attending.

2.8 Focus during the briefing was on the current and potential future level of the National Living Wage (NLW). Since its introduction in 2014, the NLW has presented a huge challenge for local government in managing to maintain headroom between the bottom pay points and the statutory NLW. Local government is almost alone in the public sector in having this challenge.

3 LATEST POSITION – PAY OFFERS

3.1 On 23 February 2023, the National Employers agreed unanimously to make the following one-year (1 April 2023 to 31 March 2024), full and final offer to the unions representing the main local government NJC workforce ‘Green Book’:

- **With effect from 1 April 2023, an increase of £1,925** (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive. The equivalent percentage increases to each pay point are shown at Annex A
- **With effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer** (in accordance with Green Book Part 2 Para 5.42)
- **With effect from 1 April 2023, an increase of 3.88 per cent on all allowances** (as listed in the 2022 NJC pay agreement circular dated 1 November 2022) This offer would achieve a bottom rate of pay of £11.59 with effect from 1 April 2023 (which equates to a pay increase of 9.42 per cent for employees on pay point 2) and everyone on the NJC pay spine would receive a minimum 3.88 per cent pay increase. If accepted, this offer means an employee on the bottom pay point in April 2021 (earning £18,333) will have received an increase in their pay of £4,033 (22.0 per cent) over the two years to April 2023. For an employee at the mid-point of the pay spine (pay point 22), their pay will have increased over the same period by £3,850 (13.99 per cent).

3.2 For all Craft JNC employees ‘Red Book’ (regardless of job title and designation) whose rate of pay differs from the salaries set out in the Craft JNC 2022 pay agreement circular (dated 10 November 2022), but is still contractually linked to the annual settlement reached by the Craft JNC, the Employers’ final offer is as follows:

- **With effect from 1 April 2023, an increase of £1,925 on basic salary**
- **With effect from 1 April 2023, an increase of 3.88 per cent on all allowances** (as listed in the 2022 JNC pay agreement circular dated 10 November 2022)

3.3 For Chief Officers their offer is:

- **With effect from 1 April 2023, an increase of 3.50 per cent on basic salary**

3.4 For Chief Executives the offer is:

- **With effect from 1 April 2023, an increase of 3.50 per cent on basic salary**

4 NEXT STEPS

4.1 Unions representing the various groups are currently consulting with their members regarding the pay offers. UNISON has announced it will launch a ballot between mid May and July for industrial action, whilst GMB and Unite members are being consulted on the basis of a recommendation that the offer be rejected.

5 COST OF PAY OFFERS

5.1 Annex 1 shows the pay offers alongside each payscale.

5.2 Based on our current FTE’s we estimate that the cost of the pay offers will be around £521k.

5.3 Within our budget for 2023/24 which has just been agreed by Full Council, we have provided for a pay increase of 5% for 2023/24. Across all pay budgets totalling

£7.752m this equates to £388k. This is £133k less than the estimated cost of the latest pay offer.

6 CONCLUSION

6.1 The cost of the pay offer is £133k higher than the 5% overall provided for in our 2023/24 budgets.

6.2 We will keep members upto date regarding any further developments regarding pay settlements for 2023/24.

JANE PEARSON
DIRECTOR OF RESOURCES

P10-23/JP/AC
8 March 2023

| | SCP | From 1 April 2022 per annum | Pay offer £ 2023/24 | Pay offer % 2023/24 | Pay offer salary 2023/24 | SCP | |
|-----------|-----|-----------------------------------|------------------------|------------------------|--------------------------------|-----|-----------|
| | 1 | 20,258 | DELETED | | | 1 | |
| | 2 | 20,441 | 1,925 | 9.42% | 22,366 | 2 | SCALE 1A |
| SCALE 1B | 3 | 20,812 | 1,925 | 9.25% | 22,737 | 3 | |
| | 4 | 21,189 | 1,925 | 9.08% | 23,114 | 4 | SCALE 2 |
| | 5 | 21,575 | 1,925 | 8.92% | 23,500 | 5 | |
| | 6 | 21,968 | 1,925 | 8.76% | 23,893 | 6 | |
| SCALE 3 | 7 | 22,369 | 1,925 | 8.61% | 24,294 | 7 | |
| | 8 | 22,777 | 1,925 | 8.45% | 24,702 | 8 | |
| | 9 | 23,194 | 1,925 | 8.30% | 25,119 | 9 | |
| | 10 | 23,620 | 1,925 | 8.15% | 25,545 | 10 | SCALE 4 |
| | 11 | 24,054 | 1,925 | 8.00% | 25,979 | 11 | |
| | 12 | 24,496 | 1,925 | 7.86% | 26,421 | 12 | |
| | 13 | 24,948 | 1,925 | 7.72% | 26,873 | 13 | |
| | 14 | 25,409 | 1,925 | 7.58% | 27,334 | 14 | |
| | 15 | 25,878 | 1,925 | 7.44% | 27,803 | 15 | |
| SCALE 5 | 16 | 26,357 | 1,925 | 7.30% | 28,282 | 16 | |
| | 17 | 26,845 | 1,925 | 7.17% | 28,770 | 17 | |
| | 18 | 27,344 | 1,925 | 7.04% | 29,269 | 18 | |
| | 19 | 27,852 | 1,925 | 6.91% | 29,777 | 19 | |
| | 20 | 28,371 | 1,925 | 6.79% | 30,296 | 20 | |
| | 21 | 28,900 | 1,925 | 6.66% | 30,825 | 21 | SCALE 6 |
| | 22 | 29,439 | 1,925 | 6.54% | 31,364 | 22 | |
| | 23 | 30,151 | 1,925 | 6.38% | 32,076 | 23 | |
| | 24 | 31,099 | 1,925 | 6.19% | 33,024 | 24 | |
| | 25 | 32,020 | 1,925 | 6.01% | 33,945 | 25 | |
| SCALE SO1 | 26 | 32,909 | 1,925 | 5.85% | 34,834 | 26 | |
| | 27 | 33,820 | 1,925 | 5.69% | 35,745 | 27 | |
| | 28 | 34,723 | 1,925 | 5.54% | 36,648 | 28 | |
| | 29 | 35,411 | 1,925 | 5.44% | 37,336 | 29 | SCALE SO2 |
| | 30 | 36,298 | 1,925 | 5.30% | 38,223 | 30 | |
| PO1 | 31 | 37,261 | 1,925 | 5.17% | 39,186 | 31 | |
| PO2 | 32 | 38,296 | 1,925 | 5.03% | 40,221 | 32 | |
| PO3 | 33 | 39,493 | 1,925 | 4.87% | 41,418 | 33 | |
| PO4 | 34 | 40,478 | 1,925 | 4.76% | 42,403 | 34 | |
| PO5 | 35 | 41,496 | 1,925 | 4.64% | 43,421 | 35 | |
| PO6 | 36 | 42,503 | 1,925 | 4.53% | 44,428 | 36 | |
| PO7 | 37 | 43,516 | 1,925 | 4.42% | 45,441 | 37 | |
| PO8 | 38 | 44,539 | 1,925 | 4.32% | 46,464 | 38 | |
| PO9 | 39 | 45,495 | 1,925 | 4.23% | 47,420 | 39 | |
| PO10 | 40 | 46,549 | 1,925 | 4.14% | 48,474 | 40 | |
| PO11 | 41 | 47,573 | 1,925 | 4.05% | 49,498 | 41 | |

| | SCP | From 1 April 2022 per annum | Pay offer £ 2023/24 | Pay offer % 2023/24 | Pay offer salary 2023/24 | SCP | |
|-------------|--------------|-----------------------------------|------------------------|------------------------|--------------------------------|-----------|--|
| PO12 | 42 | 48,587 | 1,925 | 3.96% | 50,512 | 42 | |
| PO13 | 43 | 49,590 | 1,925 | 3.88% | 51,515 | 43 | |
| PO14 | 44 | 50,623 | 1,964 | 3.88% | 52,587 | 44 | |
| PO15 | 45 | 51,643 | 2,004 | 3.88% | 53,647 | 45 | |
| PO16 | 46 | 52,668 | 2,044 | 3.88% | 54,712 | 46 | |
| PO17 | 47 | 53,707 | 2,084 | 3.88% | 55,791 | 47 | |
| PO18 | 48 | 54,801 | 2,126 | 3.88% | 56,927 | 48 | |
| PO19 | 49 | 55,904 | 2,169 | 3.88% | 58,073 | 49 | |
| PO20 | 50 | 57,008 | 2,212 | 3.88% | 59,220 | 50 | |
| PO21 | 51 | 58,100 | 2,254 | 3.88% | 60,354 | 51 | |
| PO22 | 52 | 59,181 | 2,296 | 3.88% | 61,477 | 52 | |
| PO23 | 53 | 60,291 | 2,339 | 3.88% | 62,630 | 53 | |
| PO24 | 54 | 61,385 | 2,382 | 3.88% | 63,767 | 54 | |
| PO25 | 55 | 62,476 | 2,424 | 3.88% | 64,900 | 55 | |
| PO26 | 56 | 63,569 | 2,466 | 3.88% | 66,035 | 56 | |
| PO27 | 57 | 64,670 | 2,509 | 3.88% | 67,179 | 57 | |
| PO28 | 58 | 65,758 | 2,551 | 3.88% | 68,309 | 58 | |
| PO29 | 59 | 66,859 | 2,594 | 3.88% | 69,453 | 59 | |
| PO30 | 60 | 68,260 | 2,648 | 3.88% | 70,908 | 60 | |
| PO31 | 61 | 69,694 | 2,704 | 3.88% | 72,398 | 61 | |
| PO32 | 62 | 71,155 | 2,761 | 3.88% | 73,916 | 62 | |
| PO33 | 63 | 72,648 | 2,819 | 3.88% | 75,467 | 63 | |
| PO34 | 64 | 74,175 | 2,878 | 3.88% | 77,053 | 64 | |
| | DRTR4 | 83,530 | 2,924 | 3.50% | 86,454 | | |
| | DRTR5 | 85,444 | 2,991 | 3.50% | 88,435 | | |
| | DRTR6 | 87,343 | 3,057 | 3.50% | 90,400 | | |
| | DRTR7 | 89,195 | 3,122 | 3.50% | 92,317 | | |
| | DRTR8 | 91,083 | 3,188 | 3.50% | 94,271 | | |
| | CEXE5 | 104,982 | 3,674 | 3.50% | 108,656 | | |
| | CEXE6 | 107,213 | 3,752 | 3.50% | 110,965 | | |
| | CEXE7 | 109,485 | 3,832 | 3.50% | 113,317 | | |
| | CEXE8 | 111,812 | 3,913 | 3.50% | 115,725 | | |
| | CEXE9 | 114,189 | 3,997 | 3.50% | 118,186 | | |