

## Employment Committee 15 March 2022

<b>Report Title</b>	<b>Pay Award 2021/22</b>
<b>Report Author</b>	Rob Bridge - Chief Executive
<b>Lead Member</b>	Cllr Jason Smithers- Leader of the Council

<b>Are there public sector equality duty implications?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Does the report contain confidential or exempt information (whether in appendices or not)?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Applicable paragraph number for exemption from publication under Schedule 12A Local Government Act 1974</b>	

### List of Appendices

None.

#### 1. Purpose of Report

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- 1.1. To provide the Employment Committee with a summary of staff terms and conditions at North Northamptonshire Council and seek agreement to apply a pay uplift to staff subject to local terms and conditions agreed by predecessor authorities.

#### 2. Executive Summary

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- 2.1 The Council has a range of pay and terms and conditions for its employees as a result of local government reorganisation. Staff transferring to North Northamptonshire Council on 1<sup>st</sup> April 2021 transferred on the terms and conditions they were subject to at their predecessor authorities.
- 2.2 Whilst those employees who transferred on nationally agreed pay and terms and conditions, and those who have been appointed to NNC since 1 April 2021 will contractually receive a pay uplift following national pay agreements, those on local terms and conditions will not automatically receive a pay award.
- 2.3 To support the Council's ambition to become an employer of choice and ensure fairness across the organisation, it is proposed that all employees receive a pay award as outlined in the recommendations.

### **3. Recommendations**

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3.1 It is recommended that the Employment Committee:

- a) Approves the application of the 2021-22 National Pay Agreements which will uplift the pay bands for North Northamptonshire Council employees on local terms and conditions to the same value as the respective national pay award noted in 4.10 of the report.

3.2 *(Reasons for the recommendations –*

- a) *Following local government reorganisation, employees were transferred under TUPE from predecessor authorities to North Northamptonshire Council on the pay, terms and conditions applicable to them on 31<sup>st</sup> March 2021. Whilst the majority of our workforce (employees from the D&B's) are on nationally agreed pay, terms and conditions, some are subject to local terms and conditions and do not therefore automatically receive a pay award.*
- b) *The pay award helps the Council attract and retain staff in recognition of their ongoing hard work and dedication in supporting the delivery of council services.*
- c) *The decision supports the Council's corporate aim to become an employer of choice.)*

3.3 *(Alternative options considered – The Council could only pay employees who are contractually entitled to the pay uplift, however the impact on the organisation and the Council's ability to recruit and retain talent would likely be hampered by this decision. Such a decision would not accord with the Council Corporate Plan, which was agreed by full Council.*

### **4. Report Background**

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4.1 As a result of Local Government Reorganisation, North Northamptonshire Council came into being on 1<sup>st</sup> April 2021. The predecessor authorities of Corby Borough Council, Borough Council of Wellingborough Council, East Northamptonshire District Council, Kettering Borough Council and Northamptonshire County Council were abolished.

4.2 All predecessor authorities were signed up to national pay, terms and conditions, with the exception of Northamptonshire County Council, which had decided that pay and terms and conditions would be determined locally.

4.3 Where local authorities recognise national agreements, pay is determined by a negotiating body; the National Joint Council (NJC) for local government services. The NJC is made up of representatives from trade unions and the employers. Most years, the NJC will seek to agree a pay award to increase

local government pay. Negotiations for the April 21 pay award have been ongoing for 2021/22 and were agreed in late February 2022. The agreements the NJC reach after their negotiations are contained in relevant “books” as set out below.

- 4.4 There is not just one set of national terms and conditions within Local Government as the relevant terms and conditions are dependent on job role. The majority of North Northamptonshire Council employees are “Green Book” employees. The terms and conditions that North Northamptonshire Council recognise include.
- a) The National Joint Council for Local Government Services (“Green Book”).
  - b) The Soulbury Committee (“Blue Book”) for posts such as Educational Psychologists and School Improvement professionals.
  - c) The Joint Negotiating Committee for Chief Executives for the Chief Executive.
  - d) The Joint Negotiating Committee for Chief Officers of Local Authorities for all other Chief Officers.
  - e) The Joint Negotiating Committee for Craft Workers via the “Red Book.”
  - f) The Secretary of State via the National School Teachers’ Pay and Conditions (Burgundy Book) for the teachers employed by the Authority.
- 4.5 Apprentice rates are updated each April in accordance with National Apprenticeship Guidance.

### **Issues and Choices**

- 4.6 Upon transition to North Northamptonshire Council, employees were transferred under the Transfer of Undertakings (Protection of Employment) Regulations 2006 “TUPE” to North Northamptonshire Council on the pay, terms and conditions that they were subject to at their previous authorities. North Northamptonshire Council employees are therefore working on different pay, terms and conditions, depending on which authority they transferred from.
- 4.7 New employees appointed from 1 April 2021 and those who have moved into new roles as a result of restructures, have been given new NNC contracts but are on interim spot salary pay arrangements. This protocol was agreed with trade unions at the start of unitary and put in place for any appointments post 1<sup>st</sup> April 2021. The second phase of this work, which is to establish the new pay and grading structure and a full set of terms of conditions for NNC is currently underway and consultation and negotiation with our recognised

Trade Unions is ongoing. Full Council will consider the finalised pay structure and terms and conditions later in 2022.

- 4.8 Whilst this will provide the Council with agreed terms and conditions for North Northamptonshire, it will not automatically follow that all employees will move onto these pay, terms and conditions (harmonisation) and it is likely therefore that the Council will have employees who will be subject to different terms and conditions for an extended period of time.
- 4.9 Prior to transition, North Northamptonshire Council agreed to abide by national agreements on pay reached through the national joint negotiating machinery for any employees appointed after 1 April 2021, which provides stability to its workforce and is attractive to potential talent wanting to join the organisation. The Council considers this to be a key element of its ambition to become an employer of choice and its recruitment strategy.
- 4.10 Following national agreements in February 2022, any employees who are contractually entitled to receive nationally agreed pay award will be automatically uplifted as follows.
- a) NJC for Local Government Services ('Green Book') Grades – 2.75% uplift was agreed for bottom pay point on the NJC pay scale (scp 1) and 1.75% uplift on all remaining NJC pay points, effective from 1 April 2021.
  - b) Soulbury Grades – 1.75% uplift, effective from and backdated to 1<sup>st</sup> September 2021.
  - c) Chief Executives/ Chief Officers – 1.5% uplift, effective from and backdated to 1<sup>st</sup> April 2021.
  - d) Red Book agreement is still being negotiated but will be contractually applied upon agreement and backdated accordingly.
  - e) Burgundy Book agreement was agreed in October 2021 and have been implemented.
- 4.11 The Council has committed to becoming an employer of choice and recognises the importance of ensuring fairness across the organisation. It is therefore proposed that those employees who are subject to local terms and conditions receive the same pay award as their colleagues who benefit from national pay agreements. This will ensure that the Council does not have a two-tier workforce and that all employees are treated in an equal way.
- 4.12 Whilst the alternative option is to only pay employees who are contractually entitled to the pay uplift, the impact on the organisation and the Council's ability to recruit and retain talent would likely be hampered by this decision. Such a decision would not accord with the Council Corporate Plan, which was agreed by Full Council.

- 4.13 Sufficient budget was built into the 2021/22 and 2022/23 budgets in anticipation of the position being agreed nationally.
- 4.14 It should be noted that the Council agreed to apply an early pay award uplift to its lowest pay staff at the end of 2021 to address some of the historical challenges that the Council had inherited, particularly in relation to recruitment of its frontline care workers. This uplift was inclusive of (and not in addition to) any subsequent award and therefore any employee who has already received at least a 1.75% increase will not receive a further increase as part of this pay award. Any employee where the increase fell below 1.75% will be uplifted to the equivalent of a 1.75% increase.

## **5 Implications (including financial implications)**

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### **5.1 Resources and Financial**

- 5.1.1 The pay award for locally determined pay awards has been factored into the 2021/22 budget.

### **5.2 Legal and Governance**

- 5.2.1 Full Council has delegated authority to the Employment Committee via the Constitution to agree to implement any pay awards for those employees on local terms and conditions.

### **5.3 Relevant Policies and Plans**

- 5.3.1 The Council is committed, within its Corporate Plan 2021-2025, approved by full Council on 1 December 2021, to invest in and value its staff to become an employer of choice.

### **5.4 Risk**

- 5.4.1 There are no significant risks arising from the proposed recommendations in this report. However, it should be noted that there are tight timescales to ensure that payment can be made in March 2022.

### **5.5 Consultation**

- 5.5.1 The Council continues to hold regular meetings with recognised Trade Unions.

### **5.6 Equality Implications**

- 5.6.1 By ensuring those employees who are subject to local terms and conditions receive the same pay award as their colleagues who benefit from national pay agreements, this will ensure that the Council does not have a two-tier workforce and that all employees are treated in an equal way.

## **5.7 Climate Impact**

5.7.1 Not applicable

## **5.8 Community Impact**

5.8.1 Not applicable

## **5.9 Crime and Disorder Impact**

5.9.1 Not applicable

## **6 Background Papers**

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6.1.1 [North Northamptonshire Council - Corporate Plan 2021-2025](#)