



<b>Agenda Item</b>	<b>Implementation of new pay scales backdated to 1 April 2022</b>		
Council/Committee	Employment Policy Committee		
Meeting Date	15 November 2022	Report Writer	Delia Shephard
Purpose of report	To notify committee of financial implications of contractual commitments		
Budget Codes and Costs	501 – Staff Costs		
Equality/Inclusion Implications	Equality Act and all employment legislation (Part time employees must be treated in the same way as full-time employees)		
Supporting Documentation (if any)	NJC national pay scales effective from 1 April 2022		

The pay increase for the year beginning 1 April 2022 has been agreed. The pay offer was for a flat rate payment of £1,925 on each scale point with effect from 1 April 2022.

In addition, the National Joint Council (NJC) has agreed that **from 1 April 2023**, all employees covered by this National Agreement, regardless of their current leave entitlement or length of service, will receive a permanent increase of one day (pro rata for part-timers) to their annual leave entitlement. This may require, in some organisations, that a local agreement must be reached in order for the extra day to be applied. The NJC's full expectation is that the additional day's leave will be applied for all NJC staff, regardless of existing local arrangements.

The National Agreement Green book will, with effect from 1 April 2023, be amended to read as follows:

*"7.2 Annual Leave*

*With effect from 1 April 2023, the minimum paid annual leave entitlement is twenty-three days with a further three days after five years of service."*

**Financial Implications:**

The pay award is significantly higher than that estimated when setting the 2022-23 budget. This is mitigated however by the fact that the council has not appointed to the part time caretaker post included in the staff structure for the year.

Financial report with projections for the year is attached.

**Officer Recommendation – None, information only**