

Council Employee Pay increases for 2022-23:

Background:

The Local Government Association are still engaged in negotiations with representatives of Local Government Employee's and on the 25th July 2022 the LGA made the following offer.

The National Employers today agreed unanimously to make the following one-year (1 April 2022 to 31 March 2023), final offer to the unions representing the main local government NJC workforce:

with effect from 1 April 2022, an increase of £1,925 on all NJC pay points 1 and above

with effect from 1 April 2022, an increase of 4.04 per cent on all allowances (as listed in the 2021 NJC pay agreement circular dated 28 February 2022)

with effect from 1 April 2023, an increase of one day to all employees' annual leave entitlement

with effect from 1 April 2023, the deletion of pay point 1 from the NJC pay spine.

This offer would achieve a bottom rate of pay of £10.50 with effect from 1 April 2022 (which equates to a pay increase of 10.50 per cent for employees on pay point 1); everyone on the NJC pay spine would receive a minimum 4.04 per cent pay increase; and the deletion of pay point 1 on 1 April 2023, would increase the bottom rate to £10.60 (providing 10p headroom above the current upper-end forecast for the NLW on that date), pending agreement being reached on a 2023 pay award.

The offer is centred around an equal £1,925 increase in pay irrespective of the employees standing on the wage scale and would give a tapered percentage increase, diminishing the higher on the scale the employee is.

The LGA table shows that incomes will increase by the following percentages:

SCP	Employer offer	Equivalent %	SCP	Employer offer	Equivalent %
1	£1,925	10.50%	22	£1,925	7.00%
2	£1,925	10.40%	24	£1,925	6.60%
3	£1,925	10.19%	25	£1,925	6.40%
4	£1,925	9.99%	26	£1,925	6.21%
5	£1,925	9.80%	27	£1,925	6.04%
6	£1,925	9.60%	28	£1,925	5.87%
7	£1,925	9.42%	29	£1,925	5.75%
8	£1,925	9.23%	30	£1,925	5.60%
9	£1,925	9.05%	31	£1,925	5.45%
10	£1,925	8.87%	32	£1,925	5.29%
11	£1,925	8.70%	33	£1,925	5.12%
12	£1,925	8.53%	34	£1,925	4.99%
13	£1,925	8.36%	35	£1,925	4.86%
14	£1,925	8.20%	36	£1,925	4.74%
15	£1,925	8.04%	37	£1,925	4.63%
16	£1,925	7.88%	38	£1,925	4.52%
17	£1,925	7.72%	39	£1,925	4.42%
18	£1,925	7.57%	40	£1,925	4.31%
19	£1,925	7.42%	41	£1,925	4.22%
20	£1,925	7.28%	42	£1,925	4.13%
21	£1,925	7.14%	43	£1,925	4.04%

Agenda Item 6d

In recent years reduction in classes within payscale tables and bottom end loadings have been applied to uplift the pay rates of the lowest SCP with a revamp of the scales reducing the number of scale points and uplifting to the nearest equivalent scale. The goal of achieving a National Living Wage instead of a minimum wage level is being met.

The difficulty for employers like Barrowford Parish Council is that we are reliant on national wage settlement agreements which are often protracted with last year's negotiations not being concluded until the 28th February 2022 one month before the end of the financial year the pay agreement covered.

Recommendations:

In light of the current economic situation and the fact that we are now halfway through the financial year with an early settlement of this year's negotiations being highly unlikely coupled with the current level of inflation and grave concerns regarding gas & electricity price increases which is causing undue stress on lower paid employees.

The Clerk recommends that in the interim until the negotiations are concluded the £1925 per employee uplift in payscale rate on a pro rata for hours be applied back dated to the 1st April 2022 and the final wage settlement be amended as necessary when the wage settlement is agreed.