

Cost of Living Increases 2021-2022

To: Staffing and Appeals Committee

Meeting Date: 22nd February 2022

From: Janet Atkin, Assistant Director HR Services

Purpose: To provide Committee with an update on the national cost of living negotiations, and to ask for consideration and endorsement of an increase for locally agreed pay scales.

Recommendations: The Committee is:

- a) asked to endorse the provisional 1.75% uplift to the Professional and Management pay grades.
- b) invited to consider the options for the cost-of-living increase to the Corporate and Leadership pay scale and asked to agree on a percentage uplift to apply should national NJC negotiations conclude at 1.75%.

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1.0 Background

- 1.1 This paper sets out options and considerations relating to a cost of living uplift for the locally agreed Professional and Management (P&M) and Corporate Leadership Team (CLT) grades.
- 1.2 National negotiations for the National Joint Council (NJC) pay scale that applies to grades 1-S02 are ongoing. At present, strike action is still possible but looking unlikely, with the current National Employers offer standing at an uplift of 1.75%, with 2.75% offered for the lowest few scale points. The uplift will apply from, and be backdated to, April 2021.
- 1.3 Although we have yet to pay any cost of living increase for the NJC, P&M or CLT pay scales, we have implemented the Real Living Wage foundation rates from April 2021, meaning that scale points 1 and 2 have already seen an increase of up to 2.7%.
- 1.4 An uplift of 1.75% across all pay scales has been reserved in the budget for this year.

2.0 Options – Professional & Management and Corporate Leadership pay scales

- 2.1 The table below outlines the cost of uplifting the pay scales by 1%, 1.5% and 1.75%.

Option	Description	Cost Implication
Option 1: 1% uplift	1% uplift applied to the P&M and CLT grades	£628k for P&M £28k for CLT
Option 2: 1.5% uplift	1.5% uplift applied to the P&M and CLT grades	£942k for P&M £42k for CLT
Option 3: 1.75% uplift	1.75% uplift applied to the P&M and CLT grades	£1.1m for P&M £49k for CLT

- 2.2 To enable the P&M pay award to be processed at the same time as the NJC uplift - and as soon as the national negotiations conclude, JMT have been asked to consider an uplift to the P&M scales with the assumption that the NJC pay increase will be settled at 1.75%. Pay for this group of staff is set by the Chief Executive. JMT have discussed this and agreed that an increase of 1.75% is paid to the P&M grades in this scenario.
- 2.3 Staffing and Appeals Committee is now asked to consider whether to agree an uplift to the CLT pay grade.
- 2.4 If the final national NJC award exceeds 1.75%, the pay awards for P&M and CLT will be brought back to Committee for further consideration.

3.0 Source documents

3.1 None.