

## Draft Pay Policy Statement 2023-24

### What's changed since last year's Policy?

As last year, a relatively light-touch approach to this year's iteration of the Pay Policy Statement which features the following proposed changes:

- **Para 14** Updated to reflect that the Chief Fire Officer post is now set against an Executive Reward Band grade rather than a spot salary. The salary for the postholder remains the same as previously, as the spot rate had been set at the salary applicable to the top of the grade.
- **Para 17** Updated list of posts in which the post-holder earns £100k or more (FTE).
- **Para 65** New paragraph to reflect the pay and conditions applicable to existing staff undertaking an apprenticeship to upskill within their existing role.
- **Para 69** Updated reference to the Government's renewed statement of intent to introduce alternative measures to restrict excessive severance payments to public sector employees. This follows the withdrawal in February 2021 of the previous regulations, prior to a judicial review hearing.
- Some incidental (non-substantive) changes to wording and format to improve clarity.

### Additional Context – For information

- Local Government Services (Green Book) pay award 2022/23 – all SCPs uplifted by £1,925. As of 1<sup>st</sup> April 2023 SCP 1 will be deleted from the NJC pay spine and annual leave increased by one day.
- Chief Officers' pay award (GCC Executive Reward Band grades) 2022/23 – all SCPs to be increased by £1,925.
- The Office for National Statistics has published the following data on UK average pay growth:
  - Public sector (excl. financial services) average total pay rose by 3.3% (January 2023)
  - Private sector average total pay rose by 7.2% (January 2023)
  - Outside of the height of the pandemic period, this is the largest growth seen for the private sector.
- Predicted whole-economy median pay increases of 4% over the next 12 months (source: CIPD *Labour Market Outlook Autumn 2022*).
- The National Employers are arranging a series of regional pay consultations with senior officers and elected members to engage with councils about the challenges

that lie ahead in forthcoming pay rounds. This will cover not only the increasing pressure on recruitment and retention arising from the ever-widening pay gap between local government and other employment sectors but also the ongoing issue as to how the NJC pay spine can be adjusted (and sustained for future years) to absorb the impact of the projected increases in the National Living Wage, forecast to reach £10.95 (within a range of £10.58 - £11.33) in 2024.

**Human Resources**  
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