

CONGLETON TOWN COUNCIL

COMMITTEE REPORTS AND UPDATES

COMMITTEE:	Council		
MEETING DATE AND TIME	8 th December 2022 7.00pm	LOCATION	Congleton Town Hall
REPORT FROM	Serena Van Schepdael – Responsible Financial Officer		
AGENDA ITEM REPORT TITLE	8 Annual Pay Agreement 2022/23		
Background	Congleton Town Council salaries are aligned to the pay scales under the National Joint Council for Local Government Services. (NJC). The Pay Award for 2022-2023 was agreed in November.		
Updates	<p>The Annual Pay Award for 2022-2023 has been settled at an increase of £1,925 on each Salary Column Point (SCP).</p> <p>Additional Pay Award details are:</p> <ul style="list-style-type: none">• The NJC (National Joint Council) has agreed that from 1 April 2023, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine.• The 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 has to 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 new rates for applicable allowances, uprated by 4.04 per cent. <p>The agreed the new rates of pay are applicable from 1 April 2022, employers are encouraged to implement this pay award as swiftly as possible.</p> <p>The award will be implemented in the December 2022 payroll run, and all back pay due will be included. The backdated amounts will be verified by the Chief Officer and Chair of Finance prior to being input in the December pay run.</p> <p>This report was presented to Finance and Policy in 24th November 2022, who noted the report and recommended to Council for to note the pay award and backpay to be paid in the December pay run. (FAP/34/2223)</p>		
Financial	With the Pay Award being higher than budgeted, this will mean that expenditure on Salaries will be above the approved budgeted figure. The approved budget is £916,343, taking into account the pay award, the required budget based on the exact assumptions would be £957,697, although projection end of year costs are £942,100. Final figures will be presented via Finance and Policy and the Council as part of standard year end accounting reports.		

Decision Requested	To: <ol style="list-style-type: none"><li data-bbox="502 141 1369 174">1. Note and the NJC Annual Pay Agreement award for 2022-2023<li data-bbox="502 181 1182 215">2. To approve an overspend on the salary budgets.<li data-bbox="502 221 1484 293">3. Note that the back dated pay due from 1st April 2022 to 30th November 2022 will be paid in December 2022 payroll.
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