

Report title: Uplift to Grade A and B salary ranges and salaries	
Report to: Senior Management Employment Committee (SMEC)	
Report author: Gavin Jones, Chief Executive	
Date: 31 March 2022	For: Decision
Enquiries to: Gavin Jones, Chief Executive	
County Divisions affected: All Essex	

1. Request uplift to Grades A and B grades and salaries with effect from 1 April 2022

- 1.1 The purpose of this report is to make recommendations to the Senior Management Employment Committee (SMEC) in relation a review of the salaries paid at Grade A and B pay ranges.

2. Recommendations

- 2.1 Apply a 1.5% increase to Grade A and B pay ranges and salaries with effect from 1 April 2022.

3. Background and Proposal

3.1 Increase the salary ranges of Grade A and B by 1.5% and apply a 1.5% increase to the salaries of those in Grades A and B

- 3.1.1 The budget includes a 2.5% allowance to deal with an increase in pay. Pay for officers at grades C or below is decided by the Chief Executive, acting within the budget provided by Councillors. The recommended distribution of this pot was for a 2% increase to be applied to all Main Pay grades, 2.25% to be applied to Social Care Pay grades, plus an additional, unconsolidated payment of £200 to be paid to those on Grades G and below, who are our lowest paid employees
- 3.1.2 Although the overall investment of 2.5% is not sufficient to ensure that our salaries keep pace with the market in all cases and will be outstripped by inflation, it does enable us to support employees to offset some elements of the increasing cost of living, including the 1.25% increase in National Insurance which is effective rom 1 April 2022, and to align to the anticipated public sector increases which are yet to be agreed
- 3.1.3 It is recognised that those on our highest grades, A and B, may be more able to absorb some elements of the rising cost of living, and that, therefore, the pay increase recommended (1.5%) for these most senior employees is less than the rest of the organisation.

3.1.4 It should be remembered that those on Grades A and B did not benefit from any salary increase in 2021/22, and to apply no increase for 2022/23 would impact on our ability to attract and retain key talent

3.1.5 The Chief Executive recommends that the salaries of those on Grades A and B be increased by 1.5%, with effect from 1 April 2022.

4 Issues for consideration

4.1 Financial implications

4.1.1 The funding for the pay increases outlined (£7.1m inclusive of on costs for all increases) is already budgeted for in the pay budget approved at Council on February 10th. This is contained within that envelope and built into the medium term resourcing strategy

4.2 Legal implications

4.2.1 Under our constitution this decision is reserved to this Committee.

5 Equality and Diversity Considerations

5.1 The Public Sector Equality Duty applies to the Council when it makes decisions. The duty requires us to have regard to the need to:

- (a) Eliminate unlawful discrimination, harassment and victimisation and other behaviour prohibited by the Act. In summary, the Act makes discrimination etc. on the grounds of a protected characteristic unlawful
- (b) Advance equality of opportunity between people who share a protected characteristic and those who do not.
- (c) Foster good relations between people who share a protected characteristic and those who do not including tackling prejudice and promoting understanding.

5.2 The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, gender, and sexual orientation. The Act states that 'marriage and civil partnership' is not a relevant protected characteristic for (b) or (c) although it is relevant for (a).

5.3 The equality impact assessment indicates that the proposals in this report will not have a disproportionately adverse impact on any people with a particular characteristic.

6 List of Appendices

1. Equality impact assessment

7 List of Background papers

None