

Report title: Uplift to pay ranges and salaries for Grades A and B	
Report to: Committee to Determine the Terms & Conditions of Chief and Deputy Chief Officers	
Report author: Gavin Jones, Chief Executive	
Date: 24 March 2020	For: Decision
Enquiries to: Pam Parkes, Director, Organisation Development or Alison Woods, Head of People Business Partnering & Employment Practice	
County Divisions affected: All Essex	

1. Introduction

1.1 The purpose of this report is to make recommendations to the Chief and Deputy Chief Officer Panel (CDCOP) in relation to the application of a 2% increase to Grade A and B pay range and salaries

2. Recommendations

2.1 Agree to apply a 2% increase to Grade A and B pay range and salaries.

3. Report Detail

3.1 **Increase the salary range of Grade A by 2% and apply a 2% increase to the salaries of those in Grades A and B**

3.1.2 Analysis and salary benchmarking of movement in the public and not for profit and regional markets of roles in Grades A and B suggests that we should increase the pay for these roles.

3.1.3 The application of a 2% increase will ensure that we keep pace with the market and are able to attract and retain key talent.

3.1.4 The Chief Executive recommends increasing the salaries of those on Grade A by and B 2%, with effect from 1 April 2020.

4. Financial Implications

5. List of Background Papers

Pay analysis except insofar as it includes exempt information.