



Essex County Council

Senior Management Employment Committee

09:00	Friday, 25 September 2020	Online Meeting
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The meeting will be open to the public via telephone or online. Details about this are on the next page. Please do not attend County Hall as no one connected with this meeting will be present.

For information about the meeting please ask for:

- Judith Dignum, Democratic Services Officer, or
- Victoria Freeman, Senior Democratic Services Officer

Telephone: 033301 34579 / 033303 21512

Email: democratic.services@essex.gov.uk

Essex County Council and Committees Information

All Council and Committee Meetings are held in public unless the business is exempt in accordance with the requirements of the Local Government Act 1972.

In accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020, this meeting will be held via online video conferencing.

Members of the public will be able to view and listen to any items on the agenda unless the Committee has resolved to exclude the press and public from the meeting as a result of the likely disclosure of exempt information as defined by Schedule 12A to the Local Government Act 1972.

How to take part in/watch the meeting:

Participants: (Officers and Members) will have received a personal email with their login details for the meeting. Contact the Democratic Services Officer if you have not received your login.

Members of the public:

Online:

You will need the Zoom app which is available from your app store or from www.zoom.us. The details you need to join the meeting will be published as a Meeting Document, on the Meeting Details page of the Council's website (scroll to the bottom of the page) at least two days prior to the meeting date. The document will be called "Public Access Details".

By phone

Telephone from the United Kingdom: 0203 481 5237 or 0203 481 5240 or 0208 080 6591 or 0208 080 6592 or +44 330 088 5830.

You will be asked for a Webinar ID and Password, these will be published as a Meeting Document, on the Meeting Details page of the Council's website (scroll to the bottom of the page) at least two days prior to the meeting date. The document will be called "Public Access Details".

Accessing Documents

If you have a need for documents in, large print, Braille, on disk or in alternative languages and easy read please contact the Democratic Services Officer before the meeting takes place. For further information about how you can access this meeting, contact the Democratic Services Officer.

The agenda is also available on the Essex County Council website, www.essex.gov.uk. From the Home Page, click on 'Running the council', then on 'How decisions are made', then 'council meetings calendar'. Finally, select the relevant committee from the calendar of meetings.

Please note that an audio recording may be made of the meeting – at the start of the meeting the Chairman will confirm if all or part of the meeting is being recorded.

		Pages
1	Election of Chairman To elect a Chairman for the meeting.	
2	Membership, Apologies, Substitutions and Declarations of Interest	4 - 4
3	Annual Pay Review - Changes to Grades A and B	5 - 7
4	Urgent Business To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.	

Exempt Items

(During consideration of these items the meeting is not likely to be open to the press and public)

The following items of business have not been published on the grounds that they involve the likely disclosure of exempt information falling within Part I of Schedule 12A of the Local Government Act 1972. Members are asked to consider whether or not the press and public should be excluded during the consideration of these items. If so it will be necessary for the meeting to pass a formal resolution:

That the press and public are excluded from the meeting during the consideration of the remaining items of business on the grounds that they involve the likely disclosure of exempt information falling within Schedule 12A to the Local Government Act 1972, the specific paragraph(s) of Schedule 12A engaged being set out in the report or appendix relating to that item of business.

5 Appointment to the Role of Director, Finance, Finance & Technology

- Information relating to any individual;
- Information which is likely to reveal the identify of an individual;

Committee: Senior Management Employment Committee

Enquiries to: Judith Dignum, Democratic Services Officer
Victoria Freeman, Senior Democratic Services Officer

Membership, Apologies, Substitutions and Declarations of Interest

Recommendations:

To note

1. Membership as shown below
2. Apologies and substitutions
3. Declarations of interest to be made by Members in accordance with the Members' Code of Conduct

Membership

(Quorum: 3)

Councillor D Finch
Councillor T Ball
Councillor S Barker
Councillor D Madden
Councillor A Turrell

Report title: Annual Pay review - changes to Grades A and B	
Report to: Senior Management Employment Committee	
Report author: Gavin Jones, Chief Executive	
Date: 25 September 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 Grades A and B were put in place as part of Organisational Development phase 1 in April 2017. This was the first stage of the whole organisation move to Essex Pay to bring transparency, address issues of equality and ensure our pay remains competitive to allow us to attract and retain the skills and talent we need to deliver our organisational strategy. Grade A and B pay scales have not been reviewed or amended since April 2019.
- 1.2 As part of Essex Pay (which includes Grades A and B) an annual pay review has been carried out to determine any increase necessary for 2020/21. The Head of Paid service made a decision to increase pay scales for grades C and below by 2%.
- 1.3 This paper presents the findings and context of this annual pay review and makes a recommendation as to how the annual pay review should apply to grades A&B.

2. Recommendation

- 2.1 Uplift A and B pay scales by 2% from 1 April 2020.
- 2.2 Uplift individuals pay on grades A and B by 2% with effect from 1 April 2020.

3. Report Detail

3.1 **Essex Pay Annual Review 2020/21**

- 3.1.1 ECC has conducted an annual pay review for 2020/21, to be applied from April 2020 for all Essex Pay grades which was delivered to all those grade C and below. Decision making on changes to grades C and below are delegated to the Head of Paid Service.

Annual Pay review - changes to Grades A and B

- 3.1.2 To inform this pay review, in depth compensation benchmarking was undertaken using external certified sources including salary data from Korn Ferry Hay and Willis Towers Watson and concluded that to maintain the principles of Essex Pay a 2% flat increase to the pay bill for grades A-I was required. It was also evidenced that a further 1% should be allocated to key roles in the organisation where the external market and areas where it is difficult to recruit are addressed.
- 3.1.3 At the CLT meeting on in March 2020 it was agreed by the Head of Paid Service that a 2% pay uplift for all roles grades C - I would be applied from April 2020 for the 2020/21 pay review, funded from existing budget, with a further 1% available to address any market shortfall where evidence existed. Following further analysis the required adjustments were applied to roles where additional market supplements were needed – utilising and remaining within the agreed 1% budget.
- 3.1.4 The 2020 pay offer by National Joint Council agreed an increase of 2.75% effective from April 2020.
- 3.1.5 2020-21 MTRS included 2% increase to A-B grades equal to c£200,000.
- 3.1.6 The recommendation to apply 2% to all roles as a flat uplift was based on UK Inflation through 2019; public sector pay increases 2019; and private sector average increases in the UK.

3.2 Rationale for 2% uplift for Grades A and B

- 3.2.1 Following the market review the recommendation is to uplift all roles by 2% (including grades A and B). This recommendation was implemented for grades C and below and the Committee are recommended to follow suit for grades A and B, for the following reasons:
- Grades A and B have not been reviewed since April 2019 and there was no uplift applied in April 2018.
 - NJC 2020 pay award will increase all points by 2.75%.
 - 2020-21 Local Government Services Chief Execs & Chief Officers awarded 2.75% pay award.
 - Grades C and below have received a 2% uplift to all roles and this gives pay parity to grades A and B to allow ECC to continue to attract and retain the right leaders for the organisation.
 - 2% uplift can be funded in 2020/21 budget and therefore the additional cost £200,000 does not pose any further financial pressure.

3.3 Current and recommended Grade A and B pay scales

- 3.3.1 Current A and B scales and A and B pay scales with the recommended 2% uplift are shown below

Annual Pay review - changes to Grades A and B

	Current			Proposed		
	Min	Mid	Max	Min	Mid	Max
A	£142,450	£157,075	£171,700	£145,299	£160,217	£175,134
B1	£122,250	£131,850	£141,400	£124,695	£134,487	£144,228
B2	£101,000	£111,100	£121,200	£103,020	£113,322	£123,624
B3	£81,825	£90,900	£99,990	£83,462	£92,718	£101,990

To note any market or individual pay supplements will also be uplifted by 2%