

National Employers for local government services

Ian Miller
Officers' Side Secretary
JNC for Chief Executives of Local Authorities

26 October 2022

Dear Ian,

CHIEF EXECUTIVE PAY 2022

Thank you for your letter of 20 October.

I am obliged to begin by informing you that the National Employers' final offer to local authority Chief Executives was made on a unanimous cross-party basis without a vote being required. The offer also reflected views expressed at the regional pay briefings, namely that Chief Executives should receive the same offer as that made to NJC employees. Indeed, the offer met ALACE's claim for, "*a pay increase for all chief executives...that is the same as the generality of local government staff*".

In your letter, you express ALACE's disappointment that "*the Employers have not heeded our call that salaries in local government should remain competitive*." As you know, the National Employers play no role in setting salaries of Chief Executives. In making their final offer, members were of course fully cognisant of the fact that it would have a different impact in percentage terms on individual Chief Executives' salaries, all of which are determined locally.

As you acknowledge, one of the main factors that led to the employers making the same cash offer to the four negotiating groups for which they have responsibility, was to meet the challenge of the impact of the National Living Wage on the NJC pay spine. Equally important in the employers' deliberations, was to make an offer that ensured the lowest paid of our colleagues receive the largest increases to their pay. This can only be fair in the current economic circumstances.

Despite the very real financial difficulties with which all councils continue to grapple, the employers felt it important that all employees, regardless of seniority, should receive a pay award this year. However, the National Employers equally recognise that local constituents are themselves struggling with the cost of living. Elected members must be able to demonstrate that pay offers they make can be defended as being fair to both employees and council tax paying local residents.

Having carefully considered ALACE's revised pay claim, it is for the reasons set out above that the National Employers have agreed unanimously to reaffirm their final offer made on 25 July.

Yours sincerely,

Naomi Cooke
Employers' Secretary