National Employers for local government services

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

23 February 2023

Dear Ian,

CHIEF EXECUTIVE PAY 2023

Thank you for ALACE's pay claim, which was received on 31 January. As you know, the employers moved very quickly to brief councils on it, with that process concluding on 15 February.

The National Employers thank you and Tracey for taking the time today to set out the Officers' Side's case in such helpful detail.

The National Employers acknowledge the many points raised in ALACE's claim that relate to the size and scale of Chief Executives' roles and responsibilities in a modern council. The employers also accept that affordability in itself is not a major consideration in deciding what offer to make to Chief Executives. However, they must be able to demonstrate that pay offers they make to senior officers can be defended to council tax paying local residents and other employees.

The employers carefully considered the request for, "*a direct and immutable link for increases for April 2023 onwards, to ensure that chief executives would receive the same percentage increase as the top point on the NJC scale.*"

The employers are not willing to accede to your request for a link to be established, as they wish to retain the existing flexibility that allows them to consider pay claims for each distinct group.

The National Employers wish to make the following full and final, one-year (1 April 2023 to 31 March 2024) offer:

- **With effect from 1 April 2023, an increase of 3.50 per cent on basic salary[1]**

The National Employers hope this final offer can quickly form the basis of an agreement between the two Sides so that Chief Executives, who continue to provide such critical support to their communities, can receive this award as soon as is practicable.

Yours sincerely,

Naomi Cooke
Employers' Secretary

[1] Basic salary should exclude other separately identified payments such as Returning Officer fees etc