

**Report to:** Governance Committee

**Date of meeting:** 2 March 2021

**By:** Chief Operating Officer

**Title:** LMG Managers' Pay 2021/22

**Purpose:** To appraise the Governance Committee on the considerations in relation to the LMG pay award for 2021/22.

---

## **RECOMMENDATIONS**

**The Governance Committee is recommended to defer consideration of the pay offer to LMG Managers until the level of the national NJC pay award for local government staff is known but without any obligation on the part of the County Council to accept parity with the national award.**

---

### **1. Background**

1.1. LMG Managers' pay is locally negotiated with Unison and reported to the Governance Committee on an annual basis, to approve the pay offer and any subsequent settlement. Two reports are therefore presented: the first seeking agreement to the offer and the second finalising the offer following local negotiations with Unison.

1.2. The national (NJC) pay award is relevant to these local negotiations as the decision made regarding the local pay offer needs to take into account the impact on the wider workforce and organisation as a whole. In addition, there is an overlap between LMG1 and the top of the Single Status pay range (SS13) which applies to specialist professional posts, such as Senior Practitioners in Adult Social Care and Health and Children's Services. It is therefore important to ensure that these two grades remain comparable and that the relativities do not widen too far.

1.3. Set against this background, the local pay award for LMG Managers has therefore historically mirrored the national award. Any consideration of a pay increase must, however, take into account the significant future financial challenges facing the Council and any savings targets arising, as well as having regard to any Government pay policy for the public sector.

### **2. Supporting information**

2.1. As part of the Spending Review in November 2020, the government announced a public sector pay freeze with the exception of frontline NHS staff and public sector workers earning less than £24,000 p.a. In the context of local government pay, the Local Government Association (LGA) have noted that the government does not have a formal role in the decision making around the annual pay awards as these remain a matter for collective bargaining between the national local government employers and trade unions. As such, the government cannot impose a pay freeze on local government, or, by the same token, impose the proposed minimum increase of £250 for employees earning less than £24,000 p.a.

#### Pay Negotiations 2021/22

2.2 The national NJC unions (UNISON, GMB and Unite) lodged both a pay and a terms and conditions claim for local government ('Green Book') staff for 2021/22 on 15 February 2021. The claims are for a substantial increase, with a minimum of 10%, on all spinal column points, as well as a range of conditions changes such as an increase to annual leave, a reduction in the working week and the introduction of a homeworking allowance. The National Employers will be meeting shortly for

an initial discussion. Negotiations will need to take account of a range of factors, including the significant hard work of staff in responding to the coronavirus pandemic as well as the financial effects and impact on the economy arising from the pandemic. Councils will be consulted during March and this feedback will be considered by the National Employers before responding to the unions.

### **3. Conclusion and Recommendations**

3.1 Having consulted with our neighbouring Councils, the picture is currently mixed in relation to pay intentions for 2021/22. In light of the current uncertainties, the Governance Committee is recommended to defer consideration of the pay offer to be made to LMG Managers until the level of the national NJC pay award for local government staff is known but without any obligation on the part of the County Council to accept parity with the national award. Deferment will also mean that we will have more information about the pay awards being negotiated by other authorities.

**PHIL HALL**  
**Chief Operating Officer**

Contact Officers:

Sarah Mainwaring, Head of HR & OD

Tel. No. 01273 482060

Email: [sarah.mainwaring@eastsussex.gov.uk](mailto:sarah.mainwaring@eastsussex.gov.uk)

Ruth Wilson, Lead Consultant – Pay and Reward

Tel No 01273 481762

Email: [ruth.wilson@eastsussex.gov.uk](mailto:ruth.wilson@eastsussex.gov.uk)