

# HAVANT BOROUGH COUNCIL

HUMAN RESOURCES COMMITTEE – 9<sup>th</sup> March 2023

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## Updates on Pay Awards and the Senior Pay Policy

### For Noting Only

**Portfolio Holder:** Councillor Tony Denton

**Key Decision:** No

**Report number:** HBC/121/2023

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### **1. Purpose**

1.1 This paper is submitted to the Human Resources Committee, for the purposes of noting:

- Revised payscales, post application of the National Joint Council (NJC) Local Government Pay Agreement for 2022/23.
- The updated Senior Management Pay Policy to account for a) NJC agreement on Chief Officer pay and b) a textual clarification on leave.

### **2. Recommendation**

2.1 HR Committee are asked to note these items.

### **3. Executive Summary**

3.1 In November 2022, the Authority were notified of the:

- National Joint Council for local government services pay agreement for 2022/23.
- Joint Negotiating Committee for Chief Officers of Local Authorities pay agreement for 2022/23
- Joint Negotiating Committee for Chief Executives of Local Authorities

From these agreements, the key points to note are:

- All pay points on the NJC spine, and salaries for Chief Officers and Chief Executives, were subject to an uplift of £1925, backdated to April 2022.
- An additional day's leave will apply from April 2023. This has been applied to all staff.

These are noted in revisions to the Havant Borough Council Terms and Conditions, as tabled in Appendix A, and the Senior Management Pay Policy, as noted in Appendix B.

#### **4. Additional Budgetary Implications**

- 4.1 Further to the commitment to pay nationally agreed uplifts, an additional £511K of pay costs have been incurred in 22/23 and will be recurrent. Pay uplifts are accounted for during budget setting and associated governance.

#### **5. Background and relationship to Corporate Strategy and supporting strategies and policies**

- 5.1 This report is for noting only and is pursuant to national agreements for pay and conditions, as applied under the Council's Pay Policy Statement.

#### **6. Options considered**

- 6.1 Not applicable. This report is for noting only.

#### **7. Resource implications**

##### *7.1 Financial implications*

- 7.1.1 Application of pay uplifts has budgetary implications, which are covered during budget setting and associated governance.

##### *7.2 Human resources implications*

- 7.2.1 Agreed pay uplifts are applied within the shortest time frame practical after agreement, and in accordance with our Pay Policy Statement. For Havant Borough Council employees this was 31 December 2022.

##### *7.3 Information governance implications*

- 7.3.1 No material impacts.

#### 7.4 *Climate and environment implications*

7.4.1 No material impacts.

### **8. Legal implications**

8.1 None noted or considered. This report is for noting only.

### **9. Risks and mitigations**

9.1 None noted.

### **10. Consultation**

10.1 These matters are subject to consultation with all relevant unions, and, via them, their membership. No other consultation is covered.

### **11. Communications**

11.1 The national agreements and local application of them was communicated via the Fountain Live and the intranet, in November 2022.

### **12. Appendices**

Appendix A1 – Updated Havant Borough Council Terms and Conditions, 22/23  
(applicable December 2022 to March 23)

Appendix A2 - – Updated Havant Borough Council Terms and Conditions, 22/23  
(applicable April 23 to March 24)

Appendix B – Updated Senior Management Pay Policy

### **13. Background papers**

None

#### **Agreed and signed off by:**

**Portfolio Holder:** Councillor Tony Denton, 27 February 2023

**Executive Head:** Matt Goodwin, 27 Feb 2023

**Monitoring Officer:** Mark Watkins, 1 March 2023

**Section 151 Officer:** Wayne Layton, 28 Feb 2023

**Contact officer:**

**Name:** Matt Goodwin, Executive Head, Internal Services

**Email:** [matt.goodwin@havant.gov.uk](mailto:matt.goodwin@havant.gov.uk)