

DECISION TAKEN UNDER DELEGATION TO THE CHIEF EXECUTIVE

Subject: Urgency Pay Award

Date of Decision: 10.7.23

Decision Number:

1/2023

Background:

Chelmsford City Council has for a number of years adopted local pay and conditions and consulted with regional Unison in this regard.

A pay award has been negotiated and agreed for Council staff, this means the Council's pay scales have increased either by £1425 or 4% whichever is higher. This pay increase will be effective from 1st April 2023.

Staff will receive their new salary payments from July 2023 and this will also include their backpay from 1st April 2023.

In addition a one off (unconsolidated) payment has been agreed to all permanent and fixed term staff who were employed on 1st April 2023 (pro rata for part time staff). Grades 2-12 will receive a one-off payment of £1,500 and those staff above Grade 12 will receive £1,000.

Given the cost-of-living crisis and need to maintain staff goodwill in a difficult financial situation it is imperative to get the back pay and the additional pay to staff in their July 2023 salaries. It is therefore appropriate take this decision as an urgency action.

The total cost of the pay award will be approximately £1.8m over the current approved budget, with £1.4m being the one-off cost of the above, and the remainder (£400k) being the ongoing cost of the pay award.

Decision and Reasons for Urgency:

The Chief Executive decided to exercise his delegated authority to take urgent decisions and authorise the increase in the revenue budget. He did so on the grounds that there was an urgent need to pay staff the pay award in their July 2023 salaries.

Supporting Information:

The Mayor and Leader of the Council were consulted before taking the decision and had no objection to it.