

DECISION TAKEN UNDER DELEGATION TO THE CHIEF EXECUTIVE

Subject: Urgency Pay Award

Date of Decision: 29.8.25

Decision Number:

3/2025

Background:

A further pay award of 0.5% above the initial 3% pay award, has been negotiated with Unison and accepted by staff. A one-off unconsolidated pay award of £200 has also been agreed for all permanent staff.

In April 2025 a 3% pay award was implemented for staff but with the 5 lowest scale points being restructured to provide an additional uplift beyond this (range of 3-7%). There was a commitment to review this once the national pay award was finalised. Following the announcement of a 3.2% national pay award, it has been agreed for the further 0.5% to be offered to Council staff.

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 by a further 0.5%. This pay increase will be effective from 1st September 2025. Additionally, staff will receive a one-off £200 lump sum payment.

The total cost of the pay award will be approximately £270k. the one-off element being approximately £180k and the ongoing 0.5% element being £90k over the current approved budget.

Decision and Reasons for Urgency:

The Chief Executive decided to exercise their delegated authority to take urgent decisions and authorise the increase in the revenue budget. They did so on the grounds that there was an urgent need to pay staff the pay award in their September 2025 salaries.

Supporting Information:

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