

Employment Committee

Meeting to be held on Tuesday, 11 July 2023

Electoral Division affected:
N/A;

Annual Leave Entitlement for Staff Not Covered by the National Joint Council Pay Agreement

Contact for further information:

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Brief Summary

The National Joint Council for Local Government Services 2022/23 pay agreement included a permanent increase of one day's annual leave to all staff covered by the national agreement, with effect from 1 April 2023.

This report sets out the impact that this additional day's leave will have for groups of staff within the council who are employed on other national conditions of service.

Recommendation

The Employment Committee is asked to consider the report and agree that an additional day's annual leave is applied to staff on Soulbury conditions of service, to retain parity with staff on National Joint Council for Local Government Services conditions of service, with effect from 1 April 2023.

Detail

The National Joint Council for Local Government Services pay agreement for 2022/23 included a permanent increase in the annual leave entitlement of staff covered by the terms of the agreement of one day, with effect from 1 April 2023. This applies on a pro rata basis for any staff who are part time.

Whilst most staff within the council are covered by the National Joint Council agreement, including the Chief Executive and Chief Officers, there are groups who are covered by other national agreements. These are:

- Education improvement professionals and educational psychologists who are employed under conditions of service determined by the Soulbury Committee. Soulbury conditions of service contain a "no less favourable" clause to ensure



that contractual entitlements, such as those for annual leave, align with the National Joint Council conditions of service.

- Youth and community workers, who are employed under the Joint Negotiating Committee (JNC) for Youth and Community Workers agreement. The Joint Negotiating Committee conditions of service have a specific annual leave provision that is more generous than the April 2023 entitlement for National Joint Council staff.
- Staff who have transferred to the council under Transfer of Undertakings (Protection of Employment) (TUPE) regulations, who have retained the terms and conditions of their former employer.

A benchmarking exercise has been undertaken with neighbouring councils to assess their plans for applying the additional leave to other staff groups. The responses received indicate an intention to apply this one-day increase to those on Soulbury conditions of service, to ensure that this staff group retain parity with those on the National Joint Council conditions of service from 1 April 2023.

The Employment Committee is therefore asked to agree that the additional one day's annual leave be applied to county council staff on Soulbury conditions of service, with effect from 1 April 2023.

Consultations

The proposal to apply the additional day's leave to staff on Soulbury conditions of service has been shared with the recognised trade unions at the Joint Negotiating and Consultative Forum and, if agreed, will be formalised under a collective agreement.

Implications:

This item has the following implications, as indicated:

Risk management

If the additional leave is not applied to Soulbury staff their conditions of service will become less favourable than those of National Joint Council staff from April 2023.

Financial

The costs would be met from existing service budgets.

Local Government (Access to Information) Act 1985 List of Background Papers

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate



N/A

