

**Personnel Committee – 5 December 2022**

**Chief Officers and Chief Executive – Additional Days Annual Leave.**

**1. Purpose of the report**

- 1.1 To gain Personnel Committee approval for Joint Negotiating Committee (JNC) Chief Officers and the Chief Executive (subject to pending CE pay agreement not confirming an annual leave increase) to be awarded one additional days annual leave effective from the 1<sup>st</sup> April 2023 in line with the 2022 NJC pay agreement that has granted the same to NJC employees.

**2. Recommendations**

- 2.1 To approve one additional days annual leave to be awarded to JNC Chief Officers and the Chief Executive (subject to pending CE pay agreement not confirming an annual leave increase) effective from 1<sup>st</sup> April 2023.

**3. Background Information**

*Aim*

- 3.1 The aim of this report and the recommendation at 2.1 is to ensure that JNC Chief Officers and JNC Chief Executives annual leave entitlements are not any less favourable than that of senior (grade 10+) NJC staff as a result of the NJC pay agreement.

*Know*

- 3.2 The 2022 pay agreement for all NJC staff has confirmed one additional days annual leave to be awarded from the 1<sup>st</sup> April 2023. This increase will mean an employee on NJC grade 10+ will be entitled to a minimum of 29 days and maximum 34 days annual leave (with 5 years continuous service).
- 3.2 The 2022 pay agreement for JNC Chief Officers has not stipulated an increase in annual leave, although the pay increase for JNC Chief Officers was on par with the NJC increase – both at £1925.
- 3.3 The 2022 pay agreement for JNC Chief Executives has not yet been confirmed but the claim asks for parity with NJC staff in general. The recommendation in this report in relation to an additional day's annual leave for the Chief Executive assumes that no additional annual leave days are awarded when the pay agreement for JNC Chief Executives is confirmed.
- 3.4 The Council has discretion to award an additional day's annual leave to JNC Chief Officers and the Chief Executive to maintain the parity of an award of one days annual leave but also to maintain parity of leave entitlement overall.

- 3.5 Currently JNC Chief Officers are entitled to a minimum of 30 days annual leave (stipulated in the NJC Chief Officers Handbook) and a maximum of 33 days annual leave (with 5 years continuous service). If Chief Officers do not receive an additional day's annual leave from 1<sup>st</sup> April 2023, their maximum leave entitlement would be below that of some NJC staff.
- 3.6 Currently JNC Chief Executives are entitled to a minimum of 30 days annual leave (stipulated in the JNC Chief Executives Handbook) and a maximum of 33 days annual leave (with 5 years continuous service). If Chief Executives do not receive an additional day's annual leave from 1<sup>st</sup> April 2023, their maximum leave entitlement would be below that of some NJC staff.

#### *Our Council Plan priorities*

- 3.9 This proposal aligns to the council's strategic priority of internal focus ensuring all council services are customer focussed, effective, efficient and equitable and helps ensure consistency, fairness and transparency.

#### *Response*

- 3.10 Subject to approval, the additional day's annual leave will be applied to Chief Officers and the Chief Executives new annual leave year when it commences after 1<sup>st</sup> April 2023.

#### **4. Financial Implications**

- 4.1 The costs associated with an additional day's annual leave will be picked up by individual service areas budgets.

#### **5. Legal Considerations**

- 5.1 There are no specific legal issues anticipated from this report.

#### **6. Consultation**

- 6.1 CMT have considered the proposal and are supportive of awarding Chief Officers and the Chief Executive an additional days annual leave in line with the NJC pay agreement which includes an additional days annual leave for all NJC staff.

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