



A weekly round up of local government news in the East Midlands brought to you by East Midlands Councils

## Top items this week

17 MAY 2024



Local Government Pay  
2024: Employer Offers



HR Metrics and  
Benchmarking



NIC: Infrastructure  
Progress Review 2024



Our Shared Vision for the  
East Midlands

## LOCAL GOVERNMENT PAY 2024: EMPLOYER OFFERS

Yesterday, the National Employers made full and final pay offers to the Staff Sides of the 4 negotiating groups under their remit:

### LGS (Green Book) staff

In February, UNISON, GMB and Unite lodged their pay claim for an increase of at least £3,000 or 10% (whichever is greater) on all spinal column points.

The National Employers have made a full and final offer of:

- With effect from 1 April 2024, an increase of £1,290 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive
- With effect from 1 April 2024, an increase of 2.5% on all pay points above the maximum of the pay spine but graded below deputy chief officer (in accordance with Green Book Part 2 Para 5.41 )
- With effect from 1 April 2024 an increase of 2.5% on all allowances (as listed in the 2023 NJC pay agreement circular dated 1 November 2023)

### Chief Officers

- The National Employers have made a full and final offer of an increase of 2.5% on basic salary, effective from 1 April 2024.

### Chief Executives

- The National Employers have made a full and final offer of an increase of 2.5% on basic salary, effective from 1 April 2024.

### Craft workers

For all Craft JNC employees (regardless of job title and designation) whose rate of pay differs from the salaries set out in the Craft JNC 2023 pay agreement circular (dated 16 November 2023), but is still contractually linked to the annual settlement reached by the Craft JNC, the Employers' final offer is as follows:

- With effect from 1 April 2024, an increase of £1,290 on basic salary
- With effect from 1 April 2024, an increase of 2.5% on all allowances (as listed in the 2022 JNC pay agreement circular dated 16 November 2023)

For those few Craft employees who are paid the specific annual salaries as set out in the Craft JNC 2022 pay agreement, the Employers' full and final offer is as follows:

With effect from 1 April 2024:

- £1,290 on Building Labourer grade (equivalent to SCP2 on the NJC spine)
- £1,290 on Heating & Ventilation Mate grade (equivalent to SCP3 on the NJC spine)
- £1,290 on Building Operative grade (equivalent to SCP3 on the NJC spine)
- £1,290 on Plumber grade (equivalent to SCP4 on the NJC spine)
- £1,290 on Engineer & Electrician grade (equivalent to SCP5 on the NJC spine), and
- 2.5% on all allowances

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## HR METRICS AND BENCHMARKING

Being able to make evidence-based decisions on resources is critical, as councils continue to face recruitment and retention difficulties in a challenging financial environment.

Benchmarking pay and other key workforce information is an in demand service provided by EMC, and we are offering an opportunity for councils to have improved access to data, benchmarking reports and scorecards through a new online tool - Infinistats.

Through Infinistats, councils can benchmark with similar authorities within and outside the region.

It is user-friendly and reports are tailor-made for each council.

EMC has arranged a demonstration of the system at a virtual meeting on Thursday **23 May 2023 at 2.30pm**. In this session, participants will see for themselves how intuitive the system is to use to input and access information and reports. Don't just take our word for it - sign up to join the demonstration session! Contact Mark Pinchen to book your place.

[CONTACT MARK](#)

## NIC: INFRASTRUCTURE PROGRESS REVIEW 2024

This week, the National Infrastructure Commission (NIC) released its latest annual assessment of the government's progress on implementing infrastructure plans.

The report states that local government needs increased, stable funding in areas such as flooding, transport, recycling and Net Zero.

One of the key recommendations was to provide all Local Transport Authorities the same five-year funding settlements which are awarded to mayoral combined authorities, providing them with the ability to plan for the long term, and align strategies with housing, skills and economic development.

"The government has faced several years of disruption from external shocks such as the pandemic and the cost of living crisis, which has exacerbated delays to infrastructure planning and delivery," it says. "The government should accelerate planning and delivery to catch up and ensure the country's infrastructure is fit for purpose."

The Commission's Infrastructure Progress Review 2024 calls for a concerted catch up programme accelerating policy implementation and delivery to ensure the country's infrastructure is fit for the future.

[READ MORE](#)

## OUR SHARED VISION FOR THE EAST MIDLANDS

Transport for the East Midlands (TfEM) and Midlands Connect have released their updated Shared Vision for the East Midlands. A publication highlighting eight strategic transport investment priorities which will support growth and investment across the region.

The East Midlands has a strong track record in delivering housing and employment growth in the national interest and at rates consistently higher than any region outside of London and the wider south-east.

But with better transport connectivity we could do so much more.

- Full Electrification of the Midland Main Line
- Improved Rail Connectivity between Nottingham, Leicester, and Coventry
- Improved Rail Connectivity between the Midlands, Leeds, and the North East
- Improvements to the A50/A500 Growth Corridor
- Improvements on the A46 Growth Corridor including delivery of the A46 Newark Northern Bypass
- Improvements to the A5 Growth Corridor
- Improving safety and reliability on the A1
- Improving capacity around the M1 Junction 24

More information on these can be found in our new publication: [Our Shared Vision for the East Midlands](#).

[READ MORE](#)

## EMC COUNCILLOR DEVELOPMENT PROGRAMME

[The Role of the Civic Head](#), Thursday, 6 June 2024, 10am—3pm, North Kesteven District Council

This session will benefit Elected Members who anticipate election to the office of Mayor or Chair of Council at Annual Meetings in May 2024. Attendance by civic office support staff has also proved useful and beneficial in understanding the role and building effective working relationships.

[One Year On – Workshop for Newly Elected Councillors](#), Friday 14 June, 1pm—4pm, Leicester City

This workshop aims to continue supporting newly elected members with their learning journey through networking, reflection, information updates and taster skills sessions all included. This is an informal, interactive session where you will benefit from the learning, the opportunity to ask questions and making new connections with both councillors and officers.

[Chairing Skills for Members](#), Thursday, 4 July 2024, 6pm—8pm, Online

This session has been developed for Councillors in the East Midlands, who are interested in developing their chairing skills in face to face, virtual and hybrid settings. It is suitable for both chairs and vice chairs.

[BOOK NOW](#)

### EMC Leadership

Chair: Cllr Martin Hill OBE  
Vice Chair: Cllr Sarah Russell  
Vice Chair: Cllr Tricia Gilby  
Conservative Group: Cllr Phil King  
Labour Group: Cllr Jewel Miah  
Liberal Democrat Group: Cllr David Bill MBE  
Independent Group: Cllr Matthew Relf  
Executive Director: Stuart Young



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