

DECISION TAKEN UNDER DELEGATION TO THE CHIEF EXECUTIVE

Subject: Urgency Pay Award

Date of Decision: 19.9.24

Decision Number:

2/2024

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 £1290 or 2.5% whichever is higher. This pay increase will be effective from 1st April 2024.

Staff will receive their new salary payments from October 2024 and this will also include their backpay from 1st April 2024.

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 October 2024 salaries. It is therefore appropriate take this decision as an urgency action.

The total cost of the pay award will be approximately £0.5m over the current approved budget and this will be an ongoing cost.

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 October 2024 salaries.

Supporting Information:

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