

Naomi Cooke
Employers’ Secretary
Joint Negotiating Committee for Chief Executives of Local Authorities
Local Government Association
18 Smith Square
London SW1P 3HZ

3 February 2022

Dear Naomi,

JOINT NEGOTIATING COMMITTEE FOR LOCAL AUTHORITY CHIEF EXECUTIVES
CHIEF EXECUTIVE PAY FOR APRIL 2021 ONWARDS

Thank you for your swift reply of 31 January to my letter of 28 January.

ALACE remains exceptionally disappointed that the Employers’ “full and final offer” continues to be 1.5% for chief executives covered by the JNC although their equivalent offer for the generality of local government staff is 1.75%.

We do not agree that the proposal, set out in our letter of 28 January, represented “a fundamental shift”. For many years, ALACE has consistently sought equal and fair treatment for the members that it represents: that the pay increase for chief executives should be the same as the generality of local government staff. While we acknowledge that the suggestion of a direct linkage to the NJC pay deal had not featured previously and therefore was not covered in the regional consultation events with employers, we do not believe that councils would have objected vociferously, when the financial implications in the context of the 2021 pay offer would have been very small for any given council. Moreover we were under the impression that negotiations about pay within the JNC allowed either side to introduce proposals in an effort to achieve agreement.

Our experience of the process in respect of the 2021 pay award is that the Employers have made no credible effort that we can detect to justify why ALACE’s simple and clear call for equality of treatment should not be heeded, or to adjust their own position in a way that would have allowed mutual agreement to have been reached. Indeed the first letter from the Employers on 27 July set the tone by describing the offer of 1.5% as a “final one-year offer” when there had been no discussion with ALACE at that point about the claim that we had submitted. We will be looking for the process for the 2022 claim to demonstrate that there is a genuine willingness on both sides to negotiate, rather than the inflexible approach we have seen from the Employers in respect of 2021.

Nevertheless ALACE concedes reluctantly that there is no further progress that can be made through discussion with the Employers and that the 1.5% increase from 1 April 2021 should now be paid to chief executives without further delay. We would expect the joint circular, which can be issued in the next working day or two, to encourage that employers implement the changes and back pay with February pay.

ALACE will turn its attention shortly to the 2022 pay claim and, in line with the invitation in your letter, this can be expected to include the creation of a formal link to NJC pay awards.

Yours sincerely,

A handwritten signature in black ink that reads "I Miller". The letters are cursive and slightly slanted to the right.

Ian Miller
Honorary Secretary, ALACE
Officers' Secretary, JNC for Chief Executives of Local Authorities

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