

## **UNION EXPRESSES DISMAY AT DIVISIVE AND UNFAIR PAY SETTLEMENT FOR LOCAL AUTHORITY CHIEF EXECUTIVES**

**3 February 2022**

The union that represents chief executives in local government has expressed its exceptional disappointment at the pay settlement for April 2021.

The Association of Local Authority Chief Executives and Senior Managers (ALACE) has today confirmed to the Local Government Employers that it has conceded reluctantly that there is no further progress that can be made through discussion with Local Government Employers, and that the 1.5% increase from 1 April 2021 should now be paid to chief executives without further delay.

Tracey Lee, Chair of ALACE, said “We remain exceptionally disappointed that the Employers’ “full and final offer” continues to be 1.5% for chief executives although their equivalent offer for the generality of local government staff is 1.75%.

“We welcomed comments from the Employers who “were fulsome in their praise for the service of Chief Executives to the sector, especially so since the outbreak of the pandemic” and that “Members acknowledged the key role undertaken by Chief Executives in providing leadership and support at such a critical time in the sector’s history”. However these positive comments about the contribution of chief executives and the statement that the offer is not “a negative reflection on their collective efforts” ring hollow. In effect, the Employers have valued the contribution of the most senior staff in local government less highly than that of other staff, and the same can be said of JNC chief officers, many of whom are also members of ALACE.”

Ian Miller, Honorary Secretary of ALACE, added “We know and the Employers acknowledged that affordability was not “a major consideration in deciding what offer to make to Chief Executives”. For ALACE, the principle of equal treatment with other local government employees far outweighs the small cost involved. The Employers’ reference to the “wider context of pay in the public sector” and suggestion that the offer of 1.5% is “higher than in many other comparable areas” completely missed the point that ALACE has been raising consistently for many years. ALACE is seeking comparable treatment for chief executives not with other parts of the public sector, but with the colleagues in their councils with whom they work on a daily basis.

“ALACE’s attention now shifts to the pay claim for 2022 and later years. We need the Employers to demonstrate that they are willing to negotiate about pay when the recent process has shown no evidence of that. 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 resurrect our proposal for a direct and immutable link with the pay increases for the generality of local government staff.”

### **Notes for editors**

The Association of Local Authority Chief Executives and Senior Managers represents only the most senior managers in principal authorities and other local government bodies, such

as combined authorities, National Park authorities and offices of Police and Crime Commissioners, across the British Isles.

ALACE is the staff side of the Joint Negotiating Committee for Chief Executives of Local Authorities. There are separate arrangements for negotiating local government pay for council staff in Scotland.

On 8 March, ALACE submitted its claim for a pay increase for April 2021 that matches whatever is implemented for the generality of staff covered by the National Joint Council for Local Government Services. The Employers' letter of 27 July offering a 1.5% increase was the first offer that was made in respect of chief executives.

Attached are the Employers' letter of 21 October; an ALACE proposal of 28 January which was rejected by the Employers on 31 January; and ALACE's letter of 3 February.