

## **ALACE RESPONDS TO PAY OFFER FOR CHIEF EXECUTIVES**

**26 July 2022**

The Association of Local Authority Chief Executives and Senior Managers (ALACE) welcomes that an offer has been made for all chief executives and, consistent with its claim, that the offer is the same in cash terms as for the generality of local government staff.

Tracey Lee, Chair of ALACE, said “We are disappointed that, although we asked for chief executives to be considered along with the generality of staff, once again this is not happening. Let’s be under no illusion – the offer would represent an increase for the average chief executive of only 1.2%, which is nothing like current increases in the cost of living. It would also be less than the 1.5% pay increase for 2021, when inflation was much lower. Once again, local government chief executives are being treated as less valuable than senior roles in other parts of public sector.

“ALACE recognises the issues that the employers need to address with the National Living Wage and expected the pay offer to be bottom-loaded. However our pay claim warned the employers of the need for pay to remain competitive with other parts of the public sector. This offer fails to heed the risks that we set out.

“In 2022, senior civil servants will receive 2% and there is a further 1% for raising the pay band minima and addressing anomalies. In addition, they can earn significant non-consolidated bonuses. Senior staff in the NHS will receive 3.5%, as will senior military officers and judges. High-earning NHS consultants and doctors will receive 4.5%. In contrast, the Local Government Employers seem to have concluded that local government should be in the bargain basement, that the correct strategy for the most senior council jobs is that they should fall further behind comparator roles in the wider public sector and that differentials with staff in councils should suffer a further significant erosion.”

Ian Miller, the Honorary Secretary, added “Our disappointment about the value of the offer is compounded by the Employers’ failure to recognise that discussions about pay should involve a willingness to negotiate. Describing each of their first offers as a “final offer” does not assist in maintaining constructive employment relations.

“Likewise, the refusal to contemplate ALACE’s proposal of an immutable link with future pay increases for the generality of local staff sends a worrying message to chief executives. The Employers’ wish to “retain the existing flexibility available to them to consider pay claims for each distinct group” can mean only one thing – that the Employers want to carry on being able to “reward” chief executives with lower pay increases than other staff. There has never been a year when chief executives have received a higher increase than other staff. “Flexibility” has been a one-way street.

“We are very concerned that the Employers’ strategy will have serious adverse impacts for the recruitment and retention of councils’ most senior 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, which covers England, Wales and Northern Ireland. There are separate arrangements for negotiating local government pay for council staff in Scotland.

Average chief executive pay: the LGC's salary tracker (July 2022) identifies that the average salary for new chief executives in the period from February 2020 to January 2022 was £154,764. Based on this average figure, the offer of £1,925 represents a pay increase of 1.2%.

[Chief executive pay: Tough times and wage stagnation | Local Government Chronicle \(LGC\) \(lgcplus.com\)](https://www.lgcplus.com/news/2022/07/2022-07-20-01-925-1-2-increase)