

Joint Negotiating Committee for Chief Executives of Local Authorities

**To: Chief Executives in England and Wales
Regional Directors
Members of the Employers' Side of the JNC
Members of the ALACE Council**

28 September 2007

Dear Sir/Madam,

**CHIEF EXECUTIVES' PAY &
TERMS & CONDITIONS 2007/8**

1. This circular sets out the recent agreement for all officers within the scope of this JNC for Chief Executives, with effect from 1st April 2007.

Salary Scales

2. All individual salaries and salary scales will be increased by 2.475% from 1st April 2007.
3. That element of the agreement that exceeds 2% is in recognition of local government consistently producing the most substantial efficiency gains within the public sector whilst maintaining high standards of service delivery and that this is largely attributable to the valuable efforts of the workforce. This excellent performance will require full cooperation from employees and unions to ensure that those efforts continue and are sustained if local government is to achieve the Government's 3% cashable efficiency gains target (and equivalent requirements in Wales) and realise ongoing improvements in the standards of service delivery expected of the sector.
4. The importance of achieving these objectives is highlighted by the likely funding available from the Comprehensive Spending Review settlement for 2007-2010 and the ongoing responsibility to deliver service improvements that benefit the communities we serve and represent excellent value for money for councils and local taxpayers alike.
5. This additional investment in local government's highly valued workforce must continue to be justified as the sector strives to meet the important and ever-changing challenges it faces.

6. The minimum salary paid to a chief executive has been increased in line with the above pay award. Therefore, with effect from 1 April 2007 no chief executive should be paid a salary of less than £68,469.
7. The table of average actual and maximum salary data for chief executives of local authorities as at 1.4.06 is attached at **Annex 1**. Once the results of the 2007 salaries & numbers survey are finalised, the Joint Secretaries will produce a further circular illustrating the actual average and maximum salary data for chief executives as at 1.4.07.
8. The Joint Secretaries will continue to keep the process of data collection under review in order that the survey results are made available at the earliest time possible.
9. Additionally and where appropriate, the Employers will contact Leaders/Elected Mayors of authorities that are paying higher or lower than other authorities in a relative position, to offer advice and support for any salary review.
10. The Joint Secretaries are to issue a further circular, outlining changes to the JNC conditions of service for chief executives in the form of a revised model procedure and guidance document relating to redundancy, capability and discipline - together with an updated copy of the JNC conditions.
11. Further copies of this circular are available from the Local Government Employers from Debbie.carvalho@lge.gov.uk Advice on any aspect of this agreement is available from the appropriate Side Secretary.

Yours faithfully

SARAH MESSENGER
ALASTAIR ROBERTSON

Joint Secretaries

Chief Executives & Chief Officers Survey 2006

Chief Executives Average Actual and Maximum Basic Salaries

Population Band	Districts		Counties		Mets./UAs/LBs	
	Actual Salary	Maximum Salary	Actual Salary	Maximum Salary	Actual Salary	Maximum Salary
0 - 99,999	90,720	92,132	-	-	113,977	114,784
100,000 - 249,999	99,333	101,120	-	-	137,193	140,120
250,000 - 499,999	-	-	152,236	155,996	152,677	155,993
500,000 +	-	-	166,253	169,721	167,102	167,102