



21/04/20

Naomi Cooke
Employers' Side Secretary
NJC for Local Government Services
Local Government House
Smith Square
London, SW1P 3HZ

Dear Naomi,

Thank you for your letter regarding Pay for 2020 for Chief Officers working within local government in England and Wales. However, we are very disappointed that the offer falls well short of our claim. There are a number of issues in the letter that means that we do not consider that this can be a final offer.

We are pleased that the National Employers propose that the Joint Secretaries should enter into exploratory discussions, without prejudice, on the non-pay elements of our claim that seek "a joint survey of all local authorities to establish the extent of the gender pay gap among Chief Officers across local authorities, and a commitment to a joint approach to removing the gender pay gap" and "a commitment to agree a new package to improve Chief Officers' work-life balance". We welcome this and suggest that we discuss in more detail the non-pay elements of the offer and further propose that we agree a timescale for these important discussions.

We further note that the employers are calling on the government to fund an additional pay increase on top of the Local Government offer. The trade unions support that call and would like to write jointly with the LGA to the government in support of this.

Chief Officers are playing a vital leading role in fighting the coronavirus to keep public services working and our country on track. The government should recognise this and fund a substantial additional increase for these committed staff, who have seen their pay drop substantially in real terms over recent years. We wish to resolve this pay negotiation as soon

as possible, but we need more clarity on the money available, as well as some agreed timescales for the joint discussions on the non-pay elements of the claim, before we can move to consult our members.

Now is the time for employers and unions to call for the government to step in and properly reward these leaders within our vital local government services.

Yours sincerely,

Karen Leonard

Karen Leonard
**National Officer &
Officers' Side Secretary
JNC for Chief Officers of Local Authorities**

Cc Mike Short