

**Report of the Chief Executive**

**LEAVE SCHEME**

1. Purpose of Report

To note the amendments to the Leave Scheme made under urgency powers and to recommend the amendments to the Leave Scheme

2. Recommendation

**The Committee is asked to NOTE the amendments to the Leave Scheme and to RECOMMEND to Cabinet the amendments to the Leave Scheme be approved.**

3. Detail

The Local Government Annual Pay Award for 2022/23 was confirmed on 1 November 2022 by the National Joint Council for Local Government Services.

“The NJC has agreed that from **1 April 2023**, all employees covered by this National Agreement, regardless of their current leave entitlement or length of service, will receive a permanent increase of one day (pro rata for part-timers) to their annual leave entitlement. This may require, in some organisations, that a local agreement has to be reached in order for the extra day to be applied. The NJC’s full expectation is that the additional day leave will be applied for all NJC staff, regardless of existing local arrangements.”

Therefore, the Council has applied the extra one day to all posts within the Broxtowe Local Pay Structure, excluding Heads of Service and Chief Officers.

The table of annual leave entitlements within the Leave Scheme have been updated accordingly.

In addition, following the Council’s application for a Silver Award with the Defence Employer’s Recognition Scheme, it was recommended by Deputy Regional Employer Engagement Director that the Council increases the entitlement for paid leave to attend annual training camp. This has already been agreed by the Chief Executive under urgency powers and supported by the Leader and Deputy Leader of the Council in March 2023.

Section 2.1 has been clarified to include legislation relating to employees who may have been elected as Members of other Local Authorities and the appropriate legislation has been referred to.

The Leave Scheme is attached at Appendix 1, The change table with the amendments to the scheme is attached at Appendix 2, The Equality Impact

Assessment is contained within Appendix 3 and a copy of the letter from National Joint Council for Local Government Services is Appendix 4.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications, with any operational costs associated with absence cover being contained within existing budgets.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

Whilst there are no direct legal implications, the amendments will ensure that the Council continue to meet its legislative requirements as an Employer.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

The increase of annual leave is as a result of changes to the Local Government Terms and Conditions of Service (Green Book) and have already been applied at Broxtowe and L Leisure from 1 April 2023.

7. Union Comments

The Union comments were as follows:

A verbal comment will be provided at the meeting.

8. Climate Change Implications

The comments from the Waste and Climate Change Manager were as follows:

Not applicable

9. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is a change to policy an equality impact assessment is included in the appendix to this report.

11. Background Papers

Nil