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| <b>Report to:</b>              | <b>CHIEF OFFICERS EMPLOYMENT COMMITTEE</b>                        |
| <b>Relevant Officer:</b>       | Mark Towers, Director of Governance and Partnerships              |
| <b>Relevant Cabinet Member</b> | Councillor Graham Cain, Cabinet Secretary (Resilient Communities) |
| <b>Date of Meeting:</b>        | 14 January 2019   |

## **JNC COMMITTEE FOR CORONERS - CORONERS' CIRCULARS – 63 – PAY GUIDANCE**

### **1.0 Purpose of the report:**

1.1 The purpose of this report is to consider the attached circular in connection with the pay of the Senior Coroner for Blackpool and Fylde.

### **2.0 Recommendation(s):**

2.1 To agree to apply a 2.0% uplift on ranges and rates as set out in Appendix 4(a) with effect from 1 April 2019 and 1 April 2020 respectively.

2.2 To agree that future annual uplifts are in accordance with those as recommended by the Joint Negotiating Committee for Coroners, in the same way that local government employees and Chief Officers' increases are with their negotiating body.

### **3.0 Reasons for recommendation(s):**

3.1 To bring into effect the recommendations of the Joint Negotiating Committee for Coroners, as far as they apply to the Blackpool and Fylde coronial area.

3.4 Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.5 Is the recommendation in accordance with the Council's approved budget? Yes

### **4.0 Council Priority:**

4.1 The Senior Coroner is independent of the Council and therefore this report does not directly affect either of the Council's priorities.

## **5.0 Background Information**

- 5.1 The Joint Negotiating Committee for Coroners agreed to undertake a job evaluation exercise to assess the roles set out in the Coroners and Justice Act 2009 and the recommendations following this exercise, were reviewed by this Committee at its meeting on 12 March 2018.
- 5.2 It had been recommended by the Joint Negotiating Committee for Coroners that the level of pay would be determined locally, in line with the complexity of the coroner area and after considering the guidance, the Chief Officers Employment Committee had agreed that the Senior Coroner be appointed to the bottom of the pay range at £117,000 per annum from 1 May 2018. The Committee had also noted that the daily rate for the four Assistant Coroners would be increased to £375 per day, effective from 1 May 2018.
- 5.3 Contained within the same Coroners' circular (No 62) were details that the next review of the JNC pay ranges would be undertaken in September 2018, with any agreed changes would be implemented from 1 April 2019. The review has now been completed and the JNC agreed to apply a 2.0% uplift on ranges and rates with effect from 1 April 2019 and 1 April 2020 respectively. This uplift is the same as that to be applied to local government employees and chief officers. This would also apply to the four Assistant Coroners' positions.
- 5.4 As the process now mirrors that for local government employees and chief officers, it is recommended that such annual uplifts be automatically implemented following the decision of the JNC. Should there be any further reviews about the level of payment for the role (other than annual uplifts) then these would come back to this committee for consideration.
- 5.5 Does the information submitted include any exempt information? **No**

## **5.6 List of Appendices:**

Appendix 4(a) – Coroners' circular 63

## **6.0 Legal considerations:**

- 6.1 As set out in the report.

**7.0 Human Resources considerations:**

7.1 The recommendations come from the JNC for Coroners, which is an agreed body which makes recommendations to relevant Councils on pay for Senior Coroners. The review it undertook originally used the Hay Job evaluation scheme which is a nationally recognised scheme and one used by the Council for its senior managers and Chief Officers.

**8.0 Equalities considerations:**

8.1 No equality impact assessment has been undertaken because this report concerns one individual.

**9.0 Financial considerations:**

9.1 Provision for an annual increase on the basis recommended has been made in the revenue budget for the service. Lancashire County Council also contribute 41% to the overall service and consequently to any additional pay.

**10.0 Risk management considerations:**

10.1 Failure to agree could result in a referral to the Lord Chancellor under the Act.

**11.0 Consultation undertaken:**

11.1 The contents of this report have been agreed with the Senior Coroner.