

Pay Protection

Why must jobs suffer a drop in salary/wage?

Job evaluation does not in itself determine the new salary for the job. Job evaluation ranks the jobs in an order determined by the number of points awarded against each evaluation criteria. We have set grade bands related to the points and then considered the most appropriate pay line to apply against each of the bands. This then determines the new pay structure. It is inevitable that an exercise of this nature will result in a number of employees who win, stay about the same and incur a reduction in pay as a result of the re-ranking of jobs.

The only way that this could be avoided would be to adopt a pay line that provides a salary at least equivalent to the highest existing grade to fall within the new band. The cost of such an approach would increase the Council's pay bill by in excess of £70M per annum (excluding any additional costs for schools) and is not feasible. Derbyshire County Council is however committed to establishing a pay line and associated implementation arrangements that minimise as far as possible reductions in pay for employees.

Will my pay be protected?

We have revised our Pay Protection Policy, this can be seen on the website, or in the Single Status Booklet that came with your letter. If your new grade salary maximum is lower than your existing basic pay, your basic pay will be protected. Protection will begin from the date of implementation of the new Single Status arrangements and will continue for three years, or until your circumstances change, whichever is the earlier.

If I am on protection, will I get an annual pay award?

The Pay Protection Policy provides for protection of **current** basic salary for a period of up to 3 years and does not include pay awards or receipt of any further annual increments still owing within the existing grade. In effect current basic pay is frozen.

What happens if I am receiving an honorarium?

It will depend upon a number of factors including:

- the terms and basis on which the honorarium was originally introduced;
- whether the qualifying factors have now been reflected in the evaluation of the substantive post in full, in part or not at all;
- the period over which the payment has been made.

We are conscious that each case will require review in light of the circumstances and this information is currently being compiled by operational management.

What happens if I am already receiving protection?

If your pay is currently protected and is higher than your new grade it will stay protected under the terms of your original protection until the protection period runs out. You will then be protected on the highest point of your current substantive post up to 31 March 2013 unless your new substantive grade pay catches up with your protected basic salary beforehand. If your new grade is higher than your substantive post grade immediately prior to Single Status, you will transfer to your new grade when your existing protection runs out.

What if I am on long term sick leave or maternity leave?

Any sick pay, holiday pay, maternity or adoption pay will reflect the level of protected basic pay. Note that all protected pay is pensionable.

Will I get any help in finding another job at the same level as my existing salary, so my pay is not reduced in three years time?

Please discuss with your line manager, and HR will be able to advise as well. Where significant losses have occurred you may be able to get help with application/interview training and support and priority interview status if you apply for a job, unless it is a promotion. If you need skills and development training and would like the opportunity to gain more experience, you should raise this with your manager.

If I have an appeal registered, will my pay protection be delayed until it has been heard?

No. Protection will apply from 1 April 2010. If the grade is changed through the appeal process, pay will be adjusted accordingly and backdated.

TUPE

I've transferred into the Council under TUPE regulations, will the changes affect me?

Single Status is concerned with harmonisation of pay and terms and conditions of employment. Therefore all jobs covered by its scope will be subject to the changes including those which have transferred under TUPE. Employees within this category will receive an additional letter explaining the position.

If you have further questions please contact the SSC Helpline on

Internal : extension 35525

External : 01629 535525

Email : single.status@derbyshire.gov.uk