

DERBYSHIRE COUNTY COUNCIL**CABINET MEETING****10 September 2013****Report of the Director of HR****PAY AWARD – NATIONAL JOINT COUNCIL FOR LOCAL
GOVERNMENT SERVICES 2013/14 PAYSCALES AND
ALLOWANCES (Council Services)****1. Purpose of the Report**

For Cabinet to note the National Joint Council (NJC) for Local Government Services pay settlement for 2013/14.

2. Information and Analysis

The national pay award for 2013/14 for those employees subject to NJC for Local Government Services conditions of service has now been agreed at 1% with effect from 1 April 2013. Attached at Appendix 1 is the national circular.

It is proposed that the Derbyshire Pay and Grading structure is increased by 1% in line with the National Award as required by the Single Status Agreement and that this is extended to include pay related allowances. This follows a three year pay freeze which has also applied in the Council.

In addition, the national minimum wage (NMW) will rise on 1 October 2013 to £6.31 per hour and it has been agreed that the national spinal column point (SCP) 4 (currently £6.30 per hour) will be deleted with effect from that date. Employees on national SCP 4 (new rate £6.35 per hour) will therefore progress to SCP 5 (£6.44 per hour) on 1 October and, with annual incremental progression will move to SCP 6 (£6.53 per hour) on 1 April 2014.

Following application of the national 1% increase the lowest pay rate on the Derbyshire Pay and Grading structure is £6.31 per hour which is the same as the NMW from 1 October 2013. Therefore, to reflect the increase in the NMW it is proposed to delete Pay Points (PP) 1 and 2, £6.31 per hour and £6.38 per hour respectively from the Derbyshire scales. The lowest PP on the Derbyshire pay scales will then be £6.57 per hour including the 1% pay award. Those employees on PP 1 and 2

will be paid PP 3 pa from 1 October 2013. This reinstates a differential between the national minimum wage and the Council's lowest pay point which had been eroded because of the three year pay freeze.

Incremental progression will be applied annually until the top of the grade is reached. It is estimated that 40 staff will be affected by this change at a potential cost of £51,000 (including 25% on-costs) in the first year. The staff affected are all employed within the CAYA Catering traded service, therefore, the cost will be met by the Catering DSO. The proposed revised Derbyshire Pay scales are attached at Appendix 2.

Members will be aware that the increase in the basic rate of pay will impact on pay related allowances and it is proposed that the 1% increase be applied to all pay related allowances including standby, return to work, sleep-in duty and deputy allowance, at an estimated cost of under £15,000 per annum including oncosts.

In addition, the Joint Negotiating Committee for Local Authority Craft and Associated Employees has reached agreement on the rates of tool allowances, applicable from 1 April 2013. The revised rates are attached at Appendix 3 and will be applied to craft employees who are on the same Derbyshire Package terms and conditions of employment.

Any arrears of pay and allowances, backdated to 1 April 2013, will be payable to employees on 25 September 2013.

3. Financial Considerations

The current 5 year financial plan assumes a pay award of 1% in 2013/14 which equates to £2.250m.

4. Other Considerations

In preparing this report the relevance of the following factors has been considered: prevention of crime and disorder, equality of opportunity, environmental, legal, human rights, health, transport and property considerations.

5. Key Decision

Yes

6. Call-in

Is it required that call-in be waived in respect of the decisions proposed in the report? No

Officer's Recommendation

That Cabinet approves:

1. The application of the NJC for Local Government Services pay award to the Derbyshire pay and grading structure with effect from 1 April 2013, as detailed in Appendix 2, including the removal of pay points 1 and 2 as detailed.
2. The increase in the cost of pay related allowances as detailed within the report, with effect from 1 April 2013.
3. The implementation of the Joint Negotiating Committee for Local Authority Craft and Associated Employees revised tool allowance payments detailed in Appendix 3.

**TONI COMPAI
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**To: Chief Executives in England, Wales and N Ireland
(copies for the Finance Director and HR Director)
Members of the National Joint Council**

15 July 2013

Dear Chief Executive,

2013/14 PAYSCALES & ALLOWANCES

Agreement has now been reached on rates of pay applicable from **1 April 2013**.

The new rates are attached at **Annex 1**. The new rates for allowances up-rated in line with the pay increase of 1.0% are also set out in the annex.

It has been agreed that Spinal Column Point 4 (SCP4) will be deleted with effect from 1 October 2013. Therefore, employees on SCP4 shall progress to SCP5 on 1 October and, if automatic increments apply, shall progress to SCP6 with effect from 1 April 2014.

Yours sincerely

Sarah Messenger

Sarah Messenger

Fiona Farmer

Fiona Farmer

Brian Strutton

Brian Strutton

Heather Wakefield

Heather Wakefield

Joint Secretaries

SCP	1 Apr 09	1 Apr 13
4	£12,145	£12,266
5	£12,312	£12,435
6	£12,489	£12,614
7	£12,787	£12,915
8	£13,189	£13,321
9	£13,589	£13,725
10	£13,874	£14,013
11	£14,733	£14,880
12	£15,039	£15,189
13	£15,444	£15,598
14	£15,725	£15,882
15	£16,054	£16,215
16	£16,440	£16,604
17	£16,830	£16,998
18	£17,161	£17,333
19	£17,802	£17,980
20	£18,453	£18,638
21	£19,126	£19,317
22	£19,621	£19,817
23	£20,198	£20,400
24	£20,858	£21,067
25	£21,519	£21,734
26	£22,221	£22,443
27	£22,958	£23,188
28	£23,708	£23,945
29	£24,646	£24,892
30	£25,472	£25,727
31	£26,276	£26,539
32	£27,052	£27,323
33	£27,849	£28,127
34	£28,636	£28,922
35	£29,236	£29,528
36	£30,011	£30,311
37	£30,851	£31,160
38	£31,754	£32,072
39	£32,800	£33,128
40	£33,661	£33,998
41	£34,549	£34,894
42	£35,430	£35,784
43	£36,313	£36,676
44	£37,206	£37,578
45	£38,042	£38,422
46	£38,961	£39,351
47	£39,855	£40,254
48	£40,741	£41,148
49	£41,616	£42,032

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment

1 Apr 13
£33.27

**RATES OF PROTECTED ALLOWANCES AT 1 APR 13
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 Apr 13
£1,189

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance

1 Apr 13
£193

City and Guilds Laboratory Technician's Advanced Certificate Allowance

1 Apr 13
£141

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area

1 Apr 13
£806

Outer Fringe Area

1 Apr 13
£561

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 Apr 13
£26.76

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area

1 Apr 13
£806

Outer Fringe Area

1 Apr 13
£561

Appendix 2

Derbyshire Pay and Grading Structure – Pay Award 2013/14

Grade	Pay Point	2010/13	2013/14
Grade 1 & 2	1	£12,049	*£12,169
	2	£12,302	*£12,425
	3	£12,555	£12,681
	4	£12,808	£12,936
Grade 3	5	£13,061	£13,192
	6	£13,314	£13,447
	7	£13,567	£13,703
Grade 4	8	£13,887	£14,026
	9	£14,207	£14,349
	10	£14,527	£14,672
	11	£14,847	£14,995
Grade 5	12	£15,175	£15,327
	13	£15,503	£15,658
	14	£15,831	£15,989
	15	£16,159	£16,321
Grade 6	16	£16,588	£16,754
	17	£17,017	£17,187
	18	£17,446	£17,620
	19	£17,875	£18,054
Grade 7	20	£18,431	£18,615
	21	£18,987	£19,177
	22	£19,543	£19,738
	23	£20,099	£20,300
Grade 8	24	£20,655	£20,862
	25	£21,211	£21,423
	26	£21,767	£21,985
	27	£22,323	£22,546
Grade 9	28	£22,879	£23,108
	29	£23,435	£23,669
	30	£23,991	£24,231
	31	£24,547	£24,792
Grade 10	32	£25,480	£25,735
	33	£26,413	£26,677
	34	£27,346	£27,619
	35	£28,279	£28,562
Grade 11	36	£29,239	£29,531
	37	£30,199	£30,501
	38	£31,159	£31,471
	39	£32,119	£32,440

Grade	Pay Point	2010/13	2013/14
Grade 12	40	£33,104	£33,435
	41	£34,089	£34,430
	42	£35,074	£35,425
	43	£36,059	£36,420
Grade 13	44	£37,119	£37,490
	45	£38,179	£38,561
	46	£39,239	£39,631
	47	£40,299	£40,702
Grade 14	48	£41,915	£42,334
	49	£43,531	£43,966
	50	£45,147	£45,598
	51	£46,763	£47,231
Grade 15	52	£48,379	£48,863
	53	£49,995	£50,495
	54	£51,611	£52,127
	55	£53,227	£53,759
Grade 16	56	£54,894	£55,443
	57	£56,561	£57,127
	58	£58,228	£58,810
	59	£59,895	£60,494

Note: * To be deleted 1st October 2013

Tool Allowances 2013/14

Engineers and Electricians

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including 1 April 2013 are as follows:

1 April 2013
£6.95

Builders

Agreement has been reached for increases in Tool Allowances. The new allowances, to operate from the pay week including 1 April 2013 are as follows:

Carpenters	£6.42
Bank Masons	£5.04
Mason Fixers	£3.27
Plasterers	£3.27
Bricklayers	£3.27
Painters (overall allowance)	£3.27
Wall and Floor Tilers	£3.27
Street Masons and Paviours	£3.27
Plumbers	£7.39
Carpenters and Joiner Apprentices	£6.42
Mason (banker of fixer) Apprentices	£3.27
Painter Apprentices (overall allowances)	£3.27
Plasterer Apprentices	£3.27
Bricklayer Apprentices	£3.27
Plumber Apprentices	£7.39