

Derbyshire County Council

Cabinet

11 October 2018

Strategic Director Commissioning, Communities and Policy

**Derbyshire Adult Community Education Service Pay Offer 2018-20
(Council Services)**

1. Purpose

To consider and approve a two year pay offer for Derbyshire Adult Community Education Service employees for 2018-19 and 2019-20.

2. Information and Analysis

Derbyshire Adult Community Education Service employees are the only group of employees not covered by national pay bargaining arrangements.

The local trade unions have accepted the Council's two year pay offer of 2% per year with effect from 1 September 2018. The two year offer relates to the period 1 September 2018 to 31 August 2020. This is similar to the recent Local Government Services and Chief Officer pay agreements which were also for 2% over 2 years (1 April 2018 to 31 March 2020). The revised pay scales are attached at Appendix 1.

Around 370 employees on Derbyshire Adult Community Education Service terms and conditions are included in the local pay offer. Apart from pay officers affected are employed on Derbyshire Package terms and conditions.

3. Financial Considerations

The pay offer is estimated to cost around £31,000 including on costs in the first full year. However, as adult education services are grant funded there will not be a cost to Children's Services.

4. Other Considerations

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

Public

5. Key Decision

No

6. Call-in

Is it required that call in be waived in respect of the decisions proposed in this report;

In order to implement the updated pay rates for payment in October pay it is requested that call-in be waived.

7. Officer's Recommendation

That Cabinet approves adoption of the Adult Community Education Service pay offer resulting in the pay scales set out in Appendix 1, for the period from 1 September 2018 to 31 August 2020 and that call-in is waived.

Emma Alexander
Strategic Director Commissioning, Communities
and Policy

Derbyshire Adult Education Service 2018-19

Salary Points	Salary	Teaching Hourly Rate	Hourly Rate	
			< 5 Years	> 5 Years
3	£19,190	£23.99	£11.90	£12.18
4	£19,816	£24.77	£12.29	£12.57
5	£21,062	£26.33	£13.06	£13.36
6	£22,296	£27.87	£13.82	£14.15
7	£23,556	£29.45	£14.60	£14.95
8	£24,806	£31.01	£15.38	£15.74
9	£25,858	£32.32	£16.03	£16.41
10	£27,021		£16.75	£17.15
11	£28,203		£17.48	£17.90
12	£29,376		£18.21	£18.64
13	£30,529		£18.93	£19.37
14	£31,706		£19.66	£20.12
15	£32,884		£20.39	£20.87
16	£34,061		£21.12	£21.61
17	£35,246		£21.85	£22.36
18	£36,409		£22.57	£23.10
19	£37,592		£23.31	£23.85
20	£38,752		£24.02	£24.59
21	£39,926		£24.75	£25.33
22	£41,629		£25.81	£26.41

Derbyshire Adult Education Service 2019-20

Salary Points	Salary	Teaching Hourly Rate	Hourly Rate	
			< 5 Years	> 5 Years
3	£19,574	£24.47	£12.14	£12.42
4	£20,212	£25.27	£12.53	£12.82
5	£21,483	£26.85	£13.32	£13.63
6	£22,742	£28.43	£14.10	£14.43
7	£24,027	£30.03	£14.90	£15.25
8	£25,302	£31.63	£15.69	£16.05
9	£26,375	£32.97	£16.35	£16.74
10	£27,561		£17.09	£17.49
11	£28,767		£17.83	£18.25
12	£29,964		£18.58	£19.01
13	£31,140		£19.31	£19.76
14	£32,340		£20.05	£20.52
15	£33,542		£20.79	£21.28
16	£34,742		£21.54	£22.04
17	£35,951		£22.29	£22.81
18	£37,137		£23.02	£23.56
19	£38,344		£23.77	£24.33
20	£39,527		£24.51	£25.08
21	£40,725		£25.25	£25.84
22	£42,462		£26.32	£26.94