

**AGENDA ITEM NO: 8(f)**

**DERBYSHIRE COUNTY COUNCIL**

**CABINET**

**14 April 2015**

**Report of the Strategic Director of CAYA  
and Director of HR**

**ADULT COMMUNITY EDUCATION SERVICE PAY OFFER 2014/16  
(Council Services)**

**1. Purpose**

To agree a 2.2% pay offer for 2014/16, effective from 1 March 2015, for Joint Negotiating Committee (JNC) Derbyshire Adult Community Education Service employees.

**2. Information and Analysis**

This is the only group of Council employees who are not covered by national pay bargaining arrangements.

A pay claim was submitted by the University and College Union (UCU) for 2.2% which is in line with the 2014/16 Local Government Services and Soulbury pay awards. A 2.2% offer was discussed and agreed at the Non Schools Departmental Joint Committee (DJC) held on 11 March 2015. A copy of the revised salary points are attached at Appendix 1.

The pay award relates to Adult Community Education Tutors, Tutor Development Workers, Curriculum Group Leaders, Programme and Area Managers.

**3. Financial Considerations**

The pay offer has been budgeted for and will cost £38,000 including on-costs for approximately 450 employees affected.

**4. Other Considerations**

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

considerations.

**5. Background Papers**

None

**6. Key Decision**

No

**7. Strategic Director's Recommendation**

That Cabinet agrees a pay offer of 2.2% for JNC Derbyshire Adult Community Education Service employees.

Ian Johnson  
Strategic Director of CAYA

Toni Compai  
Director of HR

## Derbyshire Adult Education Pay Scales

Salary Points	Salary	Teaching Hourly Rate	Hourly Rate	
			< 5 Years	> 5 Years
3	£18,444	£23.06		
4	£19,045	£23.81	£11.80	£12.08
5	£20,243	£25.30	£12.55	£12.85
6	£21,429	£26.79	£13.29	£13.59
7	£22,639	£28.30	£14.03	£14.37
8	£23,841	£29.80	£14.78	£15.13
9	£24,851	£31.06	£15.40	£15.77
10	£25,969		£16.11	£16.47
11	£27,105		£16.80	£17.20
12	£28,233		£17.51	£17.92
13	£29,341		£18.19	£18.62
14	£30,471		£18.89	£19.34
15	£31,604		£19.59	£20.05
16	£32,735		£20.30	£20.77
17	£33,874		£21.00	£21.49
18	£34,992		£21.70	£22.21
19	£36,129		£22.40	£22.92
20	£37,244		£23.09	£23.63
21	£38,371		£23.79	£24.34
22	£40,009		£24.80	£25.39