

**DERBYSHIRE COUNTY COUNCIL**

**CABINET MEETING**

**20 January 2015**

**Report of the Strategic Director of Corporate Resources**

**LOCAL GOVERNMENT SERVICES PAY AWARD 2014/16  
(Council Services)**

**1 Purpose of the Report**

For Cabinet to note the National Joint Council (NJC) for Local Government Services pay award for 2014-16 as it relates to the Derbyshire Pay & Grading Structure (grades 1/2 to 16).

**2 Information and Analysis**

**2.1 The National Agreement**

The main points of the National Agreement are:

- A long term deal to run from 1 January 2015 to 31 March 2016.
- A 2.2% increase on spinal column points (SCPs) 11 to 49.
- Higher percentage increases on SCPs 5 to 10 to provide a new minimum hourly rate at SCP 5 of £7.00 per hour. SCP 5 will increase by 8.56% to provide a £1,065 per annum increase.
- Non-consolidated lump sums of between £100 and £325 up to SCP 25 to be paid in December 2014. Employees above SCP 25 to receive 0.45% of their new salary with £100 paid in December 2014 and the remainder paid in April 2015.
- A commitment to joint working in the future.

A copy of the National Agreement is attached at Appendix 1.

The NJC is concerned to maintain a differential between the National Minimum Wage (NMW) and the bottom point of the national pay scales. When the NMW is uprated on 1 October 2015 SCP 5 (£7.00 per hour from 1 January 2015) will be deleted in order to maintain differentials.

## **2.2 The Derbyshire Pay and Grading Structure**

It was agreed as part of Single Status implementation in 2010 that the local pay award would reflect the national agreed percentage award. In the event of, for example, a more complex, bottom loaded award, as in this pay round, it would be discussed jointly with the recognised trade unions.

Following consultation with CMT, discussions with the recognised trade unions have been concluded on interpretation of the national pay award locally. The revised Derbyshire Pay and Grading Structure is attached at Appendix 2. The main points of the local agreement are:

- The national SCPs are not directly comparable to Derbyshire pay points, therefore, a read across to reflect the “bottom loading” has been used.
- Application of the “bottom loading” provides for the same cash value of £1,065 as the national pay award.
- The bottom Derbyshire pay point will be £250 p.a. more than national minimum pay.
- Derbyshire pay point 3 will be £7.13, the NMW is £6.50 and the Living Wage is currently £7.65. The recently updated Living Wage rate is £7.85.
- The lump sum will be paid to all eligible employees in a single payment in December 2014 on a pro rata basis.

The national pay award extends to pay point 49. The salary of pay points 48 to 59 inclusive (grades 14, 15 and 16), which are paid more than SCP 49, have been increased by 2.2% in line with other pay points. The lump sums for pay points 48 to 59, however, will be limited to £187 the same as those on pay point 47, the top point of grade 13.

It should be noted that implementation of Single Status in Schools as from 1 March 2014 results in the application of this local pay award to employees in schools for the first time.

The pay offer applicable to employees on former Chief Officer/Chief Executive scales (grades 17 to 21) are subject to separate national negotiations which have still to be concluded.

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 2.2% increase be applied to all pay related allowances including standby, sleep-in, and tool allowances paid to former Craft employees.

## **2.3 Public Health**

Public Health employees were transferred from the NHS to Councils in April 2013 under a static transfer order. This means that any changes to NHS terms and conditions introduced after 31 March 2013 would not apply to the individuals who transferred to the Council, including NHS pay awards. As there are a number of transferees who remain on NHS employment provisions, this means that there is no established mechanism that provides for this group to receive a pay award. In recognition of this their pay scales have been increased by 2.2% and a lump sum paid as detailed in Appendix 3. It should be noted that an upper earnings limit equivalent to the Derbyshire County Council pay point 59 (£60,494), has been applied.

## **3 Financial Considerations**

The Council has budgeted for 1% pay awards in both 2014/15 and 2015/16. 2014/15 costs are £0.8m for the one off lump sum and £1.2m for the on-going 2.2% increase. 2015/16 costs are £3.6m for the on-going 2.2% increase.

The one off and on-going pay award costs can be met from the budget set aside for the estimated costs of pay awards in both financial years. The national employers value the 2 year pay award at 2.32% (rather than 2.15% if 1% had been applied in both 2014/15 and 2015/16). The non-consolidated lump sum is a means of ensuring that the employees do not receive less than the 1% they would have received as a result of the 1% previously offered from 1 April 2014 for 2014/15.

## **4 HR Considerations**

Consultation with the recognised trade unions has been concluded.

## **5 Other Considerations**

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

## **6 Key Decision**

No

**7 Call in**

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

No

**8 Officers Recommendation**

That Cabinet notes:

1. Application of the Derbyshire Pay and Grading Structure as detailed in the report and attached at Appendix 2 from 1 January 2015.
2. Inclusion of Public Health employees whose salaries do not exceed Derbyshire County Council pay point 59 in the application of the pay award as attached at Appendix 3 from 1 January 2015.
3. Appropriate pay related allowances increasing by 2.2% from 1 January 2015.

**JUDITH GREENHALGH**

**STRATEGIC DIRECTOR OF CORPORATE RESOURCES**

# National Joint Council for Local Government Services

**Employers' Secretary:**

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**Trade Union Secretaries**

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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**

14 November 2014

Dear Chief Executive,

## 2014-16 PAYSCALES & ALLOWANCES

Agreement has now been reached on rates of pay applicable from **1 January 2015**.

The new pay rates are attached at **Annex 1**.

Details of the non-consolidated payments to be paid in December 2014 (SCPs 5-49 only) and in April 2015 (SCPs 26-49 only) are attached at **Annex 2**.

The new rates for allowances up-rated in line with the pay increase of 2.20% are also set out at **Annex 3**.

It has been agreed that Spinal Column Point 5 (SCP5) will be deleted with effect from 1 October 2015. Therefore, employees on SCP5 shall progress to SCP6 on 1 October 2015.

### NJC future work

Both Sides recognise that local government is undergoing a period of unprecedented change. The way that public services are designed and delivered is evolving at a rapid pace and against this background the NJC agrees that councils and their workforce need collective agreements that:

- reward employees fairly and recognise the diverse needs of the workforce
- attract, retain and train people with the skills needed for the future
- enable local service providers to react more quickly to changing circumstances
- facilitate effective partnership working and collaboration across organisations
- remove or modify existing barriers to ensure employees can move more easily between different public sector employers

The NJC remains committed to national collective bargaining and aims to ensure that the bargaining machinery can reflect and support new ways of working. The NJC will focus on and against this background the NJC agrees that councils and their workforce need collective agreements that:

- reward employees fairly and recognise the diverse needs of the workforce
- attract, retain and train people with the skills needed for the future

producing outputs that are relevant, fair and beneficial to both employers and those employed to provide public services.

Yours sincerely

*Sarah Messenger*

Sarah  
Messenger

*Fiona Farmer*

Fiona  
Farmer

*Brian Strutton*

Brian  
Strutton

*Heather Wakefield*

Heather  
Wakefield

**Joint Secretaries**



## NJC PAY SPINE 2014-16

SCP	1 Apr 13	1 Jan 15
5 (until 1 Oct 15)	£12,435	£13,500
6	£12,614	£13,614
7	£12,915	£13,715
8	£13,321	£13,871
9	£13,725	£14,075
10	£14,013	£14,338
11	£14,880	£15,207
12	£15,189	£15,523
13	£15,598	£15,941
14	£15,882	£16,231
15	£16,215	£16,572
16	£16,604	£16,969
17	£16,998	£17,372
18	£17,333	£17,714
19	£17,980	£18,376
20	£18,638	£19,048
21	£19,317	£19,742
22	£19,817	£20,253
23	£20,400	£20,849
24	£21,067	£21,530
25	£21,734	£22,212
26	£22,443	£22,937
27	£23,188	£23,698
28	£23,945	£24,472
29	£24,892	£25,440
30	£25,727	£26,293
31	£26,539	£27,123
32	£27,323	£27,924
33	£28,127	£28,746
34	£28,922	£29,558
35	£29,528	£30,178
36	£30,311	£30,978
37	£31,160	£31,846
38	£32,072	£32,778
39	£33,128	£33,857
40	£33,998	£34,746
41	£34,894	£35,662
42	£35,784	£36,571
43	£36,676	£37,483
44	£37,578	£38,405
45	£38,422	£39,267
46	£39,351	£40,217
47	£40,254	£41,140
48	£41,148	£42,053
49	£42,032	£42,957

## NON-CONSOLIDATED PAYMENTS (see also Appendix)

SCP	December 14	April 15
5	£325	
6	£325	
7	£325	
8	£150	
9	£150	
10	£150	
11	£100	
12	£100	
13	£100	
14	£100	
15	£100	
16	£100	
17	£100	
18	£100	
19	£100	
20	£100	
21	£100	
22	£100	
23	£100	
24	£100	
25	£100	
26	£100	£3
27	£100	£7
28	£100	£10
29	£100	£14
30	£100	£18
31	£100	£22
32	£100	£26
33	£100	£29
34	£100	£33
35	£100	£36
36	£100	£39
37	£100	£43
38	£100	£47
39	£100	£52
40	£100	£56
41	£100	£60
42	£100	£65
43	£100	£69
44	£100	£73
45	£100	£77
46	£100	£81
47	£100	£85
48	£100	£89
49	£100	£93



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

1 Jan 15  
£34.00

**RATES OF PROTECTED ALLOWANCES AT 1 JAN 15  
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 Jan 15

£1,215

**Paragraph 28(14) Laboratory / Workshop Technicians**

City and Guilds Science Laboratory Technician's Certificate Allowance

1 Jan 15

£197

City and Guilds Laboratory Technician's Advanced Certificate Allowance

1 Jan 15

£144

**Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum**

Inner Fringe Area

1 Jan 15

£824

Outer Fringe Area

1 Jan 15

£573

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

1 Jan 15

£27.35

**FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)**

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

Outer Fringe Area

Inner Fringe Area

1 Jan 15

£824

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

Outer Fringe Area

1 Jan 15

£573

**FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)**

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

Outer Fringe Area

Inner Fringe Area

1 Jan 15

£824

## Technical issues related to the non-consolidated payments

1. The payments are subject to the normal tax and national insurance requirements and are pensionable
2. The payments should be paid only to those employees who are in post on 1 December 2014. The payments are not 'back pay', so should not be paid to any employees who leave employment before 1 December
3. The payments should be paid on a pro-rated basis according to each council's established procedure for remunerating part-time employees
4. The payments should be paid to employees on SCPs 5, 6, 7, 8, 9 and 10 as indicated regardless of whether councils are already applying some form of Living Wage supplement
5. The payments should be paid to those on maternity leave whether in the paid or unpaid period at full rate (subject to appropriate pro-rating)
6. The payments should be paid to those on long-term sickness absence (even if on nil pay)
7. The payments should be paid at the relevant rate based on the current SCP at 1 December 2014, eg. an employee on SCP7 acting up to SCP12 should get the payment that applies to SCP12
8. The payments should be paid to those on adoption leave and parental leave
9. The payments should not be paid to employees on a career break at 1 December 2014
10. The payments do not apply to employees who are being paid above SCP49
11. If an employee has more than one contract, the payments should be paid pro-rata on each contract
12. Subject to any other exclusions, the payments should be paid to all employees whose pay is set in accordance with NJC for Local Government Services pay arrangements, regardless of whether they are on permanent or temporary contracts

**Derbyshire Pay and Grading Structure 2014-16**

Grade	Pay Point	2013/14	2013/14 hourly	2014/16	2014/16 hourly	Increase %	Annual Increase	Lump Sum
Grade 1/2	3	£12,681	£6.57	£13,746	£7.13	8.40%	£1,065	£325
	4	£12,936	£6.71	£13,936	£7.22	7.73%	£1,000	£325
Grade 3	5	£13,192	£6.84	£14,049	£7.28	6.50%	£857	£325
	6	£13,447	£6.97	£14,254	£7.39	6.00%	£807	£325
	7	£13,703	£7.10	£14,457	£7.49	5.50%	£754	£150
Grade 4	8	£14,026	£7.27	£14,657	£7.60	4.50%	£631	£150
	9	£14,349	£7.44	£14,923	£7.74	4.00%	£574	£150
	10	£14,672	£7.61	£15,186	£7.87	3.50%	£514	£150
	11	£14,995	£7.77	£15,445	£8.01	3.00%	£450	£100
Grade 5	12	£15,327	£7.94	£15,664	£8.12	2.20%	£337	£100
	13	£15,658	£8.12	£16,002	£8.29	2.20%	£344	£100
	14	£15,989	£8.29	£16,341	£8.47	2.20%	£352	£100
	15	£16,321	£8.46	£16,680	£8.65	2.20%	£359	£100
Grade 6	16	£16,754	£8.68	£17,123	£8.88	2.20%	£369	£100
	17	£17,187	£8.91	£17,565	£9.10	2.20%	£378	£100
	18	£17,620	£9.13	£18,008	£9.33	2.20%	£388	£100
	19	£18,054	£9.36	£18,451	£9.56	2.20%	£397	£100
Grade 7	20	£18,615	£9.65	£19,025	£9.86	2.20%	£410	£100
	21	£19,177	£9.94	£19,599	£10.16	2.20%	£422	£100
	22	£19,738	£10.23	£20,172	£10.46	2.20%	£434	£100
	23	£20,300	£10.52	£20,747	£10.75	2.20%	£447	£100
Grade 8	24	£20,862	£10.81	£21,321	£11.05	2.20%	£459	£100
	25	£21,423	£11.10	£21,894	£11.35	2.20%	£471	£100
	26	£21,985	£11.40	£22,469	£11.65	2.20%	£484	£101
	27	£22,546	£11.69	£23,042	£11.94	2.20%	£496	£104
Grade 9	28	£23,108	£11.98	£23,616	£12.24	2.20%	£508	£106
	29	£23,669	£12.27	£24,190	£12.54	2.20%	£521	£109
	30	£24,231	£12.56	£24,764	£12.84	2.20%	£533	£111
	31	£24,792	£12.85	£25,337	£13.13	2.20%	£545	£114
Grade 10	32	£25,735	£13.34	£26,301	£13.63	2.20%	£566	£118
	33	£26,677	£13.83	£27,264	£14.13	2.20%	£587	£123
	34	£27,619	£14.32	£28,227	£14.63	2.20%	£608	£127
	35	£28,562	£14.81	£29,190	£15.13	2.20%	£628	£131
Grade 11	36	£29,531	£15.31	£30,181	£15.64	2.20%	£650	£136
	37	£30,501	£15.81	£31,172	£16.16	2.20%	£671	£140
	38	£31,471	£16.31	£32,163	£16.67	2.20%	£692	£145
	39	£32,440	£16.82	£33,154	£17.19	2.20%	£714	£149
Grade 12	40	£33,435	£17.33	£34,171	£17.71	2.20%	£736	£154
	41	£34,430	£17.85	£35,187	£18.24	2.20%	£757	£158
	42	£35,425	£18.36	£36,204	£18.77	2.20%	£779	£163
	43	£36,420	£18.88	£37,221	£19.29	2.20%	£801	£167

Grade	Pay Point	2013/14	2013/14 hourly	2014/16	2014/16 hourly	Increase %	Annual Increase	Lump Sum
Grade 13	44	£37,490	£19.43	£38,315	£19.86	2.20%	£825	£172
	45	£38,561	£19.99	£39,409	£20.43	2.20%	£848	£177
	46	£39,631	£20.54	£40,503	£20.99	2.20%	£872	£182
	47	£40,702	£21.10	£41,597	£21.56	2.20%	£895	£187
Grade 14	48	£42,334	£21.94	£43,265	£22.43	2.20%	£931	£187
	49	£43,966	£22.79	£44,933	£23.29	2.20%	£967	£187
	50	£45,598	£23.64	£46,601	£24.16	2.20%	£1,003	£187
	51	£47,231	£24.48	£48,270	£25.02	2.20%	£1,039	£187
Grade 15	52	£48,863	£25.33	£49,938	£25.89	2.20%	£1,075	£187
	53	£50,495	£26.17	£51,606	£26.75	2.20%	£1,111	£187
	54	£52,127	£27.02	£53,274	£27.61	2.20%	£1,147	£187
	55	£53,759	£27.87	£54,942	£28.48	2.20%	£1,183	£187
Grade 16	56	£55,443	£28.74	£56,663	£29.37	2.20%	£1,220	£187
	57	£57,127	£29.61	£58,384	£30.26	2.20%	£1,257	£187
	58	£58,810	£30.48	£60,104	£31.16	2.20%	£1,294	£187
	59	£60,494	£31.36	£61,825	£32.05	2.20%	£1,331	£187

**NHS Agenda for Change Pay Scales**

<b>Point</b>	<b>NHS Salary</b>	<b>2014/16 Salary</b>	<b>Lump Sum</b>
1	£14,294	£14,608	£150
2	£14,653	£14,975	£150
3	£15,013	£15,343	£150
4	£15,432	£15,772	£100
5	£15,851	£16,200	£100
6	£16,271	£16,629	£100
7	£16,811	£17,181	£100
8	£17,425	£17,808	£100
9	£17,794	£18,185	£100
10	£18,285	£18,687	£100
11	£18,838	£19,252	£100
12	£19,268	£19,692	£100
13	£19,947	£20,386	£100
14	£20,638	£21,092	£100
15	£21,265	£21,733	£100
16	£21,388	£21,859	£100
17	£22,016	£22,500	£101
18	£22,903	£23,407	£105
19	£23,825	£24,349	£110
20	£24,799	£25,345	£114
21	£25,783	£26,350	£119
22	£26,822	£27,412	£123
23	£27,901	£28,515	£128
24	£28,755	£29,388	£132
25	£29,759	£30,414	£137
26	£30,764	£31,441	£141
27	£31,768	£32,467	£146
28	£32,898	£33,622	£151
29	£34,530	£35,290	£159
30	£35,536	£36,318	£163
31	£36,666	£37,473	£169
32	£37,921	£38,755	£174
33	£39,239	£40,102	£180
34	£40,558	£41,450	£187
35	£42,190	£43,118	£187
36	£43,822	£44,786	£187
37	£45,707	£46,713	£187
38	£47,088	£48,124	£187
39	£49,473	£50,561	£187
40	£52,235	£53,384	£187
41	£54,998	£56,208	£187
42	£56,504	£57,747	£187



