

Agenda Item No.6 (b)

Derbyshire County Council

Cabinet

17 May 2018

Local Government Services Pay Agreement 2018-20

**Report of the Strategic Director Commissioning, Communities and
Policy
(Council Services)**

1 Purpose

For Cabinet to note the National Joint Council (NJC) for Local Government Services pay agreement for 2018-20 and the proposed review of the Derbyshire Pay Scales for implementation in 2019-20.

2 Information and Analysis

2.1 The National Agreement

The national agreement is attached at Appendix 1, the main points of the pay agreement are:

- A two year deal from 1 April 2018 to 31 March 2020
- 2018-19 - bottom pay point £8.50, with bottom loading & 2% above £19.5k
- 2019-20 - bottom pay point £9.00, revised pay spine to address compacting of pay points in lower grades & 2% for other grades

2.2 Derbyshire Pay Scales

Following consultation with the local trade unions the revised Derbyshire Pay Scales for 2018-19 have been agreed and are shown at Appendix 2. The national spinal column points are not directly comparable to Derbyshire pay points, therefore, a read across has been used to reflect the bottom loading.

Application of the bottom loading increases the bottom pay point to £8.50 and is equivalent to an increase of 8.3%. As Members will recall, at the meeting on 25 January 2018, Cabinet agreed that payment of the Living Wage allowance would not continue after 31 March 2018. An interim allowance equivalent to £8.45 is being paid, to eligible Council and school employees, until the pay agreement is implemented. Therefore, all

employees will receive an increase in basic pay, however, for some employees the actual increase will be lower than 2%.

2.3 Review of the Derbyshire Pay Scales

The second part of the national pay offer for 2019-20 includes a revision to the national pay spine in order to address compacting of the lower pay points and loss of pay differentials. Loss of pay differentials also applies to the Derbyshire Pay Scales due to bottom loading in recent pay agreements.

In order to consider options to address the loss of pay differentials a review of the Derbyshire Pay Scales is underway to encompass all grades. It is intended that a report on any proposals to revise the current Derbyshire Pay Scales will be presented to Cabinet in sufficient time to allow implementation by April 2019.

3 Financial Considerations

The Council's Revenue Budget report agreed by Council on 7 February 2018 for the financial year 2018-19 assumed a 2% increase for the pay award. Any additional costs arising from this pay agreement will need to be met from existing departmental budgets.

Additional costs for 2019-20 accruing from a proposed review of the Derbyshire Pay Scales will result in further savings being required from departmental budgets in order to set a balanced budget in that year.

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: social value, prevention of crime and disorder, equality of opportunity, environmental, legal, human rights, health, transport and property.

6 Key Decision

No

7 Call in

Public

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

No

8 Officer's Recommendation

That Cabinet notes:

1. Application of the Derbyshire Pay Scales as detailed in the body of the report and Appendix 2 from 1 April 2018.
2. The review of the Derbyshire Pay Scales for implementation in 2019-20.

Emma Alexander
Strategic Director of Corporate Resources

National Joint Council for Local Government Services

Employers' Secretary:
Simon Pannell

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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**

10 April 2018

Dear Chief Executive,

2018 and 2019 PAYSCALES & ALLOWANCES

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2018** and **1 April 2019**.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award should now be implemented.

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

The new rates for allowances up-rated by two per cent in each year are set out at **Annex 2**.

Yours sincerely

*Simon
Pannell*

Simon Pannell

*Rehana
Azam*

Rehana Azam

*Jim
Kennedy*

Jim Kennedy

Heather Wakefield

Heather Wakefield

Joint Secretaries

ANNEX 1

SCP	1 April 2017		1 April 2018		1 April 2019			Old SCP[s]
	£ per annum	£ per hour*	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*	
6	£15,014	£7.78	£16,394	£8.50	1	£17,364	£9.00	6/7
7	£15,115	£7.83	£16,495	£8.55				
8	£15,246	£7.90	£16,626	£8.62				
9	£15,375	£7.97	£16,755	£8.68	2	£17,711	£9.18	8/9
10	£15,613	£8.09	£16,863	£8.74	3	£18,065	£9.36	10/11
11	£15,807	£8.19	£17,007	£8.82				
12	£16,123	£8.36	£17,173	£8.90	4	£18,426	£9.55	12/13
13	£16,491	£8.55	£17,391	£9.01				
14	£16,781	£8.70	£17,681	£9.16	5	£18,795	£9.74	14/15
15	£17,072	£8.85	£17,972	£9.32				
16	£17,419	£9.03	£18,319	£9.50	6	£19,171	£9.94	16/17
17	£17,772	£9.21	£18,672	£9.68				
18	£18,070	£9.37	£18,870	£9.78	7	£19,554	£10.14	18
19	£18,746	£9.72	£19,446	£10.08	8	£19,945	£10.34	19
20	£19,430	£10.07	£19,819	£10.27	9	£20,344	£10.54	20
					10	£20,751	£10.76	
21	£20,138	£10.44	£20,541	£10.65	11	£21,166	£10.97	21
22	£20,661	£10.71	£21,074	£10.92	12	£21,589	£11.19	22
					13	£22,021	£11.41	
23	£21,268	£11.02	£21,693	£11.24	14	£22,462	£11.64	23
24	£21,962	£11.38	£22,401	£11.61	15	£22,911	£11.88	24
					16	£23,369	£12.11	
25	£22,658	£11.74	£23,111	£11.98	17	£23,836	£12.35	25
					18	£24,313	£12.60	
26	£23,398	£12.13	£23,866	£12.37	19	£24,799	£12.85	26
27	£24,174	£12.53	£24,657	£12.78	20	£25,295	£13.11	27
					21	£25,801	£13.37	
28	£24,964	£12.94	£25,463	£13.20	22	£26,317	£13.64	28
29	£25,951	£13.45	£26,470	£13.72	23	£26,999	£13.99	29
30	£26,822	£13.90	£27,358	£14.18	24	£27,905	£14.46	30
31	£27,668	£14.34	£28,221	£14.63	25	£28,785	£14.92	31
32	£28,485	£14.76	£29,055	£15.06	26	£29,636	£15.36	32
33	£29,323	£15.20	£29,909	£15.50	27	£30,507	£15.81	33
34	£30,153	£15.63	£30,756	£15.94	28	£31,371	£16.26	34
35	£30,785	£15.96	£31,401	£16.28	29	£32,029	£16.60	35
36	£31,601	£16.38	£32,233	£16.71	30	£32,878	£17.04	36

SCP	1 April 2017		1 April 2018		1 April 2019			Old SCP[s]
	£ per annum	£ per hour	£ per annum	£ per hour	New SCP	£ per annum	£ per hour	
37	£32,486	£16.84	£33,136	£17.18	31	£33,799	£17.52	37
38	£33,437	£17.33	£34,106	£17.68	32	£34,788	£18.03	38
39	£34,538	£17.90	£35,229	£18.26	33	£35,934	£18.63	39
40	£35,444	£18.37	£36,153	£18.74	34	£36,876	£19.11	40
41	£36,379	£18.86	£37,107	£19.23	35	£37,849	£19.62	41
42	£37,306	£19.34	£38,052	£19.72	36	£38,813	£20.12	42
43	£38,237	£19.82	£39,002	£20.22	37	£39,782	£20.62	43
44	£39,177	£20.31	£39,961	£20.71	38	£40,760	£21.13	44
45	£40,057	£20.76	£40,858	£21.18	39	£41,675	£21.60	45
46	£41,025	£21.26	£41,846	£21.69	40	£42,683	£22.12	46
47	£41,967	£21.75	£42,806	£22.19	41	£43,662	£22.63	47
48	£42,899	£22.24	£43,757	£22.68	42	£44,632	£23.13	48
49	£43,821	£22.71	£44,697	£23.17	43	£45,591	£23.63	49

*hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')

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

1 April 2018
£35.37

1 April 2019
£36.08

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2018 and 1 APRIL 2019
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 April 2018
£1,264

1 April 2019
£1,289

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2018
£205

1 April 2019
£209

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2018
£149

1 April 2019
£152

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2018
£857

1 April 2019
£874

Outer Fringe Area:

1 April 2018
£597

1 April 2019
£609

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

1 April 2018
£28.46

1 April 2019
£29.03

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2018
£857

1 April 2019
£874

Outer Fringe Area:

1 April 2018
£597

1 April 2019
£609

Derbyshire Pay Scales 2018/19

Grades 1 to 16 based on a read across from the national pay agreement.

Grade	Pay Point	2018-19			
		Value	%age	Salary	Hourly
1/2	3	£1,250	8.3%	£16,396	£8.50
	4	£1,150	7.5%	£16,486	£8.55
3	5	£1,150	7.5%	£16,574	£8.59
	6	£1,150	7.4%	£16,654	£8.63
	7	£1,125	7.2%	£16,757	£8.69
4	8	£1,125	7.2%	£16,832	£8.72
	9	£1,100	7.0%	£16,923	£8.77
	10	£1,025	6.4%	£17,011	£8.82
	11	£950	5.9%	£17,095	£8.86
5	12	£925	5.7%	£17,189	£8.91
	13	£800	4.8%	£17,302	£8.97
	14	£700	4.2%	£17,516	£9.08
	15	£700	4.1%	£17,780	£9.22
6	16	£550	3.1%	£18,073	£9.37
	17	£500	2.8%	£18,418	£9.55
	18	£400	2.2%	£18,770	£9.73
	19	£400	2.1%	£19,222	£9.96
7	20		2.0%	£19,795	£10.26
	21		2.0%	£20,393	£10.57
	22		2.0%	£20,990	£10.88
	23		2.0%	£21,587	£11.19
8	24		2.0%	£22,184	£11.50
	25		2.0%	£22,781	£11.81
	26		2.0%	£23,379	£12.12
	27		2.0%	£23,975	£12.43
9	28		2.0%	£24,573	£12.74
	29		2.0%	£25,170	£13.05
	30		2.0%	£25,767	£13.36
	31		2.0%	£26,363	£13.67
10	32		2.0%	£27,367	£14.19
	33		2.0%	£28,368	£14.70
	34		2.0%	£29,370	£15.22
	35		2.0%	£30,373	£15.74
11	36		2.0%	£31,404	£16.28
	37		2.0%	£32,435	£16.81
	38		2.0%	£33,466	£17.35
	39		2.0%	£34,497	£17.88

Grade	Pay Point	2018-19			
		Value	%age	Salary	Hourly
12	40		2.0%	£35,555	£18.43
	41		2.0%	£36,612	£18.98
	42		2.0%	£37,671	£19.53
	43		2.0%	£38,728	£20.07
13	44		2.0%	£39,867	£20.67
	45		2.0%	£41,005	£21.26
	46		2.0%	£42,143	£21.85
	47		2.0%	£43,282	£22.44
14	48		2.0%	£45,018	£23.34
	49		2.0%	£46,753	£24.23
	50		2.0%	£48,489	£25.13
	51		2.0%	£50,226	£26.03
15	52		2.0%	£51,960	£26.93
	53		2.0%	£53,696	£27.83
	54		2.0%	£55,432	£28.73
	55		2.0%	£57,167	£29.63
16	56		2.0%	£58,958	£30.56
	57		2.0%	£60,749	£31.49
	58		2.0%	£62,538	£32.42
	59		2.0%	£64,328	£33.34