

Derbyshire County Council

Cabinet

26 July 2016

Report of the Strategic Director of Corporate Resources

Local Government Services Pay Agreement 2016-18 (Council Services)

1 Purpose

For Cabinet to note the National Joint Council (NJC) for Local Government Services pay agreement for 2016-18 and the implications for the Derbyshire pay and grading structure.

2 Information and Analysis

2.1 The National Agreement

The national agreement is attached at Appendix 1 and a letter to Chief Executives, regarding the future of the national pay spine is also attached at Appendix 2.

The main points of the pay agreement are:

- A two year deal from 1 April 2016 to 31 March 2018
- Joint reviews of the National Pay Spine and term time working

2.2 The Derbyshire Pay and Grading Structure

It was agreed as part of Single Status implementation in 2010 that the Derbyshire pay and grading structure would be increased to reflect the national agreed percentage. In the event of, for example, a more complex, bottom loaded agreement, as in this pay round, it would be agreed jointly with the recognised trade unions through the CJC.

Following consultation with the recognised trade unions the revised Derbyshire Pay and Grading Structure has been agreed and is attached at Appendix 3. 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 £900 in 2016/17 and £500 in 2017/18 as the national pay agreement. In 2016/17 Derbyshire pay point 3 will be £7.59, the National Living Wage is £7.20 and the Living Wage is currently £8.25.

The national pay agreement extends to the equivalent of pay point 47. The salary of pay points 48 to 59 inclusive (grades 14, 15 and 16) have also been increased by 1% in line with other pay points.

The increase in the basic rate of pay will have been applied to all pay related allowances including standby, sleep-in, and for Craft employees, tool allowances.

There are a number of Public Health employees who remain on NHS employment provisions from their transfer in 2013. As it was a “static” transfer, there was no provision for this group to receive an annual pay increase. As in previous years, in recognition of, this their pay scales have also been increased by 1%.

2.3 Review of the Derbyshire Pay and Grading Structure

The introduction of the National Living Wage (NLW) from 1 April 2016 at £7.20 per hour together with the Government’s intention for it to increase to at least £9.00 by 2020 will have the effect of further compressing pay points at the bottom of the Derbyshire Pay and Grading Structure. This along with other factors, such as the Living Wage, will necessitate a review of the Derbyshire Pay and Grading Structure for implementation in April 2018.

As referred to above the National Employers have agreed a joint review the national pay spine.

The terms of reference for a review of the Derbyshire Pay and Grading Structure will be developed for future agreement by Cabinet.

3 Financial Considerations

The Council meeting on the 10 February 2016 approved the Revenue Budget 2016-17, which included the ‘bottom loaded’ pay offer made in December 2015. Council agreed to allocate the impact of the pay award, estimated at £3.304m in both 2016-17 and 2017-18, pending final agreement of the pay offer. The final agreement is in accordance with the December 2015 offer and therefore the amount held in the Contingency to meet the costs of the award can now be allocated to departmental budgets.

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

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 and Grading Structure as detailed in the body of the report and Appendix 3 from 1 April 2016.
2. Inclusion of Public Health employees in the application of the pay agreement
3. Appropriate pay related allowances increasing by 1% from 1 April 2016.

Judith Greenhalgh
Strategic Director of Corporate Resources

National Joint Council for Local Government Services

Employers' Secretary:
Sarah Messenger

Trade Union Secretaries
Justin Bowden, GMB
Fiona Farmer, Unite
Heather Wakefield, UNISON

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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**

16 May 2016

Dear Chief Executive,

2016 and 2017 PAYSCALES & ALLOWANCES

The rates of pay applicable from **1 April 2016** and **1 April 2017** are attached at **Annex 1**.

The new rates for allowances up-rated in line with the headline pay increase of one per cent in each year are set out at **Annex 2**.

Agreement has been reached with the NJC Trade Union Side on these rates, (with UNISON and GMB voting to accept).

Joint Reviews of Term-Time Working and the National Pay Spine:

The NJC will shortly agree and publish Terms of Reference and timetables for these reviews.

Yours sincerely

Sarah Messenger
Justin Bowden
Fiona Farmer
Heather Wakefield

Joint Secretaries

ANNEX 1

SCP	1 April 2016		1 April 2017	
	per annum	per hour*	per annum	per hour*
6	£14,514	£7.52	£15,014	£7.78
7	£14,615	£7.58	£15,115	£7.83
8	£14,771	£7.66	£15,246	£7.90
9	£14,975	£7.76	£15,375	£7.97
10	£15,238	£7.90	£15,613	£8.09
11	£15,507	£8.04	£15,807	£8.19
12	£15,823	£8.20	£16,123	£8.36
13	£16,191	£8.39	£16,491	£8.55
14	£16,481	£8.54	£16,781	£8.70
15	£16,772	£8.69	£17,072	£8.85
16	£17,169	£8.90	£17,419	£9.03
17	£17,547	£9.10	£17,772	£9.21
18	£17,891	£9.27	£18,070	£9.37
19	£18,560	£9.62	£18,746	£9.72
20	£19,238	£9.97	£19,430	£10.07
21	£19,939	£10.34	£20,138	£10.44
22	£20,456	£10.60	£20,661	£10.71
23	£21,057	£10.91	£21,268	£11.02
24	£21,745	£11.27	£21,962	£11.38
25	£22,434	£11.63	£22,658	£11.74
26	£23,166	£12.01	£23,398	£12.13
27	£23,935	£12.41	£24,174	£12.53
28	£24,717	£12.81	£24,964	£12.94
29	£25,694	£13.32	£25,951	£13.45
30	£26,556	£13.76	£26,822	£13.90
31	£27,394	£14.20	£27,668	£14.34
32	£28,203	£14.62	£28,485	£14.76
33	£29,033	£15.05	£29,323	£15.20
34	£29,854	£15.47	£30,153	£15.63
35	£30,480	£15.80	£30,785	£15.96
36	£31,288	£16.22	£31,601	£16.38
37	£32,164	£16.67	£32,486	£16.84
38	£33,106	£17.16	£33,437	£17.33
39	£34,196	£17.72	£34,538	£17.90
40	£35,093	£18.19	£35,444	£18.37
41	£36,019	£18.67	£36,379	£18.86
42	£36,937	£19.15	£37,306	£19.34
43	£37,858	£19.62	£38,237	£19.82
44	£38,789	£20.11	£39,177	£20.31
45	£39,660	£20.56	£40,057	£20.76
46	£40,619	£21.05	£41,025	£21.26
47	£41,551	£21.54	£41,967	£21.75
48	£42,474	£22.02	£42,899	£22.24
49	£43,387	£22.49	£43,821	£22.71

*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 2016	1 April 2017
£34.34	£34.68

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2016 and 1 APRIL 2017
(FORMER APT&C AGREEMENT (PURPLE BOOK))**
**Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational
Needs Allowance**

1 April 2016	1 April 2017
£1,227	£1,239

Paragraph 28(14) Laboratory / Workshop Technicians
City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2016	1 April 2017
£199	£201

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2016	1 April 2017
£145	£146

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum
Inner Fringe Area:

1 April 2016	1 April 2017
£832	£840

Outer Fringe Area:

1 April 2016	1 April 2017
£579	£585

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

1 April 2016	1 April 2017
£27.62	£27.90

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2016
£832

1 April 2017
£840

Outer Fringe Area:

1 April 2016
£579

1 April 2017
£585



To: Chief Executives in England, Wales and N Ireland
(additional copies for HR Director and Finance Director)
Members of the National Employers' Side
Regional Directors

16 May 2016

Dear Chief Executive

FUTURE REVIEW OF NATIONAL PAY SPINE

You will be aware that the NJC has now finalised a two-year pay agreement for 2016-18.

The National Employers will now be taking forward the longer-term review of the pay spine which it is recognised is necessary to meet the challenge set by the National Living Wage. While the 2016-18 pay deal will make considerable progress in meeting that challenge, there will still be a need to increase the bottom pay point by a further 16% to achieve the Government's target of 60% of median earnings (currently forecast to be around £9.00 per hour) in 2020. This figure potentially could be higher.

An increase of this size will at the very least require us to significantly increase subsequent pay points in order to maintain differentials between pay rates and grades. The National Employers' desired outcome from this review is to find a way that fairly and affordably meets this objective but it is important that we initially spend some time identifying what issues local employers will want to see explored as part of the review. To support this process, the National Employers have tasked us with establishing a small Employer Sounding Board / Working Group.

This activity will feed into the joint working with the Trade Union Side once we have agreed Terms of Reference with them.

Regional Employer Organisations have already liaised with councils and representation on the Board is currently being finalised. The group will comprise a mixture of HR, pay and reward specialists from councils and regional employer representatives, with some input from payroll professionals.

We will keep all councils updated on this work.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Sarah Messenger".

Sarah Messenger
Head of Workforce

Derbyshire Pay and Grading Structure

2016/17

Grade	Pay Point	2014/16		2016/17			
		Salary	Hourly	Increase	Salary	Hourly	Percentage
1/2	3	£13,746	£7.13	£900	£14,646	£7.59	6.5%
	4	£13,936	£7.22	£900	£14,836	£7.69	6.5%
3	5	£14,049	£7.28	£900	£14,949	£7.75	6.4%
	6	£14,254	£7.39	£850	£15,104	£7.83	6.0%
4	7	£14,457	£7.49	£800	£15,257	£7.91	5.5%
	8	£14,657	£7.60	£750	£15,407	£7.99	5.1%
	9	£14,923	£7.74	£600	£15,523	£8.05	4.0%
	10	£15,186	£7.87	£500	£15,686	£8.13	3.3%
5	11	£15,445	£8.01	£400	£15,845	£8.21	2.6%
	12	£15,664	£8.12	£300	£15,964	£8.28	1.9%
	13	£16,002	£8.29	£250	£16,252	£8.42	1.6%
	14	£16,341	£8.47	£250	£16,591	£8.60	1.5%
6	15	£16,680	£8.65	£200	£16,880	£8.75	1.2%
	16	£17,123	£8.88	£200	£17,323	£8.98	1.2%
	17	£17,565	£9.10	£176	£17,741	£9.20	1.0%
	18	£18,008	£9.33	£180	£18,188	£9.43	1.0%
7	19	£18,451	£9.56	£185	£18,636	£9.66	1.0%
	20	£19,025	£9.86	£190	£19,215	£9.96	1.0%
	21	£19,599	£10.16	£196	£19,795	£10.26	1.0%
	22	£20,172	£10.46	£202	£20,374	£10.56	1.0%
	23	£20,747	£10.75	£207	£20,954	£10.86	1.0%
8	24	£21,321	£11.05	£213	£21,534	£11.16	1.0%
	25	£21,894	£11.35	£219	£22,113	£11.46	1.0%
	26	£22,469	£11.65	£225	£22,694	£11.76	1.0%
	27	£23,042	£11.94	£230	£23,272	£12.06	1.0%
9	28	£23,616	£12.24	£236	£23,852	£12.36	1.0%
	29	£24,190	£12.54	£242	£24,432	£12.66	1.0%
	30	£24,764	£12.84	£248	£25,012	£12.97	1.0%
	31	£25,337	£13.13	£253	£25,590	£13.26	1.0%
10	32	£26,301	£13.63	£263	£26,564	£13.77	1.0%
	33	£27,264	£14.13	£273	£27,537	£14.27	1.0%
	34	£28,227	£14.63	£282	£28,509	£14.78	1.0%
	35	£29,190	£15.13	£292	£29,482	£15.28	1.0%
11	36	£30,181	£15.64	£302	£30,483	£15.80	1.0%
	37	£31,172	£16.16	£312	£31,484	£16.32	1.0%
	38	£32,163	£16.67	£322	£32,485	£16.84	1.0%
	39	£33,154	£17.19	£332	£33,486	£17.36	1.0%
12	40	£34,171	£17.71	£342	£34,513	£17.89	1.0%
	41	£35,187	£18.24	£352	£35,539	£18.42	1.0%
	42	£36,204	£18.77	£362	£36,566	£18.95	1.0%
	43	£37,221	£19.29	£372	£37,593	£19.49	1.0%
13	44	£38,315	£19.86	£383	£38,698	£20.06	1.0%
	45	£39,409	£20.43	£394	£39,803	£20.63	1.0%
	46	£40,503	£20.99	£405	£40,908	£21.20	1.0%
	47	£41,597	£21.56	£416	£42,013	£21.78	1.0%
14	48	£43,265	£22.43	£433	£43,698	£22.65	1.0%
	49	£44,933	£23.29	£449	£45,382	£23.52	1.0%
	50	£46,601	£24.16	£466	£47,067	£24.40	1.0%
	51	£48,270	£25.02	£483	£48,753	£25.27	1.0%
15	52	£49,938	£25.89	£499	£50,437	£26.14	1.0%
	53	£51,606	£26.75	£516	£52,122	£27.02	1.0%
	54	£53,274	£27.61	£533	£53,807	£27.89	1.0%
	55	£54,942	£28.48	£549	£55,491	£28.76	1.0%
16	56	£56,663	£29.37	£567	£57,230	£29.67	1.0%
	57	£58,384	£30.26	£584	£58,968	£30.57	1.0%
	58	£60,104	£31.16	£601	£60,705	£31.47	1.0%
	59	£61,825	£32.05	£618	£62,443	£32.37	1.0%

Derbyshire Pay and Grading Structure

2017/18

Grade	Pay Point	2016/17		2017/18			
		Salary	Hourly	Increase	Salary	Hourly	Percentage
1/2	3	£14,646	£7.59	£500	£15,146	£7.85	3.4%
	4	£14,836	£7.69	£500	£15,336	£7.95	3.4%
3	5	£14,949	£7.75	£475	£15,424	£8.00	3.2%
	6	£15,104	£7.83	£400	£15,504	£8.04	2.6%
4	7	£15,257	£7.91	£375	£15,632	£8.10	2.5%
	8	£15,407	£7.99	£300	£15,707	£8.14	1.9%
	9	£15,523	£8.05	£300	£15,823	£8.20	1.9%
5	10	£15,686	£8.13	£300	£15,986	£8.29	1.9%
	11	£15,845	£8.21	£300	£16,145	£8.37	1.9%
	12	£15,964	£8.28	£300	£16,264	£8.43	1.9%
6	13	£16,252	£8.42	£250	£16,502	£8.55	1.5%
	14	£16,591	£8.60	£225	£16,816	£8.72	1.4%
	15	£16,880	£8.75	£200	£17,080	£8.85	1.2%
7	16	£17,323	£8.98	£200	£17,523	£9.08	1.2%
	17	£17,741	£9.20	£177	£17,918	£9.29	1.0%
	18	£18,188	£9.43	£182	£18,370	£9.52	1.0%
8	19	£18,636	£9.66	£186	£18,822	£9.76	1.0%
	20	£19,215	£9.96	£192	£19,407	£10.06	1.0%
	21	£19,795	£10.26	£198	£19,993	£10.36	1.0%
9	22	£20,374	£10.56	£204	£20,578	£10.67	1.0%
	23	£20,954	£10.86	£210	£21,164	£10.97	1.0%
	24	£21,534	£11.16	£215	£21,749	£11.27	1.0%
10	25	£22,113	£11.46	£221	£22,334	£11.58	1.0%
	26	£22,694	£11.76	£227	£22,921	£11.88	1.0%
	27	£23,272	£12.06	£233	£23,505	£12.18	1.0%
11	28	£23,852	£12.36	£239	£24,091	£12.49	1.0%
	29	£24,432	£12.66	£244	£24,676	£12.79	1.0%
	30	£25,012	£12.97	£250	£25,262	£13.09	1.0%
12	31	£25,590	£13.26	£256	£25,846	£13.40	1.0%
	32	£26,564	£13.77	£266	£26,830	£13.91	1.0%
	33	£27,537	£14.27	£275	£27,812	£14.42	1.0%
13	34	£28,509	£14.78	£285	£28,794	£14.93	1.0%
	35	£29,482	£15.28	£295	£29,777	£15.44	1.0%
	36	£30,483	£15.80	£305	£30,788	£15.96	1.0%
14	37	£31,484	£16.32	£315	£31,799	£16.48	1.0%
	38	£32,485	£16.84	£325	£32,810	£17.01	1.0%
	39	£33,486	£17.36	£335	£33,821	£17.53	1.0%
15	40	£34,513	£17.89	£345	£34,858	£18.07	1.0%
	41	£35,539	£18.42	£355	£35,894	£18.61	1.0%
	42	£36,566	£18.95	£366	£36,932	£19.14	1.0%
16	43	£37,593	£19.49	£376	£37,969	£19.68	1.0%
	44	£38,698	£20.06	£387	£39,085	£20.26	1.0%
	45	£39,803	£20.63	£398	£40,201	£20.84	1.0%
17	46	£40,908	£21.20	£409	£41,317	£21.42	1.0%
	47	£42,013	£21.78	£420	£42,433	£22.00	1.0%
	48	£43,698	£22.65	£437	£44,135	£22.88	1.0%
18	49	£45,382	£23.52	£454	£45,836	£23.76	1.0%
	50	£47,067	£24.40	£471	£47,538	£24.64	1.0%
	51	£48,753	£25.27	£488	£49,241	£25.52	1.0%
19	52	£50,437	£26.14	£504	£50,941	£26.41	1.0%
	53	£52,122	£27.02	£521	£52,643	£27.29	1.0%
	54	£53,807	£27.89	£538	£54,345	£28.17	1.0%
20	55	£55,491	£28.76	£555	£56,046	£29.05	1.0%
	56	£57,230	£29.67	£572	£57,802	£29.96	1.0%
	57	£58,968	£30.57	£590	£59,558	£30.87	1.0%
21	58	£60,705	£31.47	£607	£61,312	£31.78	1.0%
	59	£62,443	£32.37	£624	£63,067	£32.69	1.0%