

Derbyshire County Council

Cabinet

31 January 2017

Strategic Director of Corporate Resources

**Adult Community Education Service Pay Agreement 2016-18
(Council Services)**

1. Purpose

To consider and approve a two year pay agreement for Adult Community Education Service employees for 2016/17 and 2017/18.

2. Information and Analysis

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 1% per year pay offer with effect from 1 September 2016. The 2 year pay agreement relates to the period 1 September 2016 to 31 August 2018. This is similar to the recent Local Government Services, Chief Officer and Chief Executive pay agreements which were also for 2 years (1 April 2016 to 31 March 2018). The revised pay scales are attached at Appendix 1.

Around 360 employees on Derbyshire Community Education Service terms and conditions are affected by the pay agreement. Officers affected are employed on Derbyshire Package terms and conditions. Related allowances were updated in line with the Local Government Services pay agreement which was reported to Cabinet on 26 July 2016.

3. Financial Considerations

The pay agreement has been budgeted for and will cost £9,500 in 2016-17 and £26,000 in 2017-18 including on-costs.

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; No

7. Officer's Recommendation

That Cabinet approves adoption of the Adult Community Education Service pay agreement resulting in the pay scales as set out in Appendix 1, for the period from 1 September 2016 to 31 August 2018.

**Judith Greenhalgh
Strategic Director of Corporate
Resources**

Derbyshire Adult Education Service 2016-17

Salary Points	Full Actual Salary	Teaching Hourly Rate	Hourly Rate	
			< 5 Years	> 5 Years
3	£18,628	£23.29		
4	£19,235	£24.04	£11.92	£12.20
5	£20,445	£25.56	£12.68	£12.97
6	£21,643	£27.05	£13.42	£13.73
7	£22,865	£28.58	£14.18	£14.51
8	£24,079	£30.10	£14.93	£15.28
9	£25,100	£31.38	£15.56	£15.93
10	£26,229		£16.26	£16.64
11	£27,376		£16.97	£17.37
12	£28,515		£17.68	£18.09
13	£29,634		£18.37	£18.80
14	£30,776		£19.08	£19.53
15	£31,920		£19.79	£20.25
16	£33,062		£20.50	£20.98
17	£34,213		£21.21	£21.71
18	£35,342		£21.91	£22.43
19	£36,490		£22.62	£23.15
20	£37,616		£23.32	£23.87
21	£38,755		£24.03	£24.59
22	£40,409		£25.05	£25.64

Derbyshire Adult Education Service 2017-18

Salary Points	Full Actual Salary	Teaching Hourly Rate	Hourly Rate	
			< 5 Years	> 5 Years
3	£18,814	£23.52		
4	£19,427	£24.28	£12.04	£12.33
5	£20,649	£25.81	£12.80	£13.10
6	£21,859	£27.32	£13.55	£13.87
7	£23,094	£28.87	£14.32	£14.65
8	£24,320	£30.40	£15.08	£15.43
9	£25,351	£31.69	£15.72	£16.09
10	£26,491		£16.42	£16.81
11	£27,650		£17.14	£17.54
12	£28,800		£17.85	£18.27
13	£29,930		£18.56	£18.99
14	£31,084		£19.27	£19.72
15	£32,239		£19.99	£20.46
16	£33,393		£20.70	£21.19
17	£34,555		£21.42	£21.93
18	£35,695		£22.13	£22.65
19	£36,855		£22.85	£23.39
20	£37,992		£23.55	£24.11
21	£39,143		£24.27	£24.84
22	£40,813		£25.30	£25.90