

Dear Councillor

**HR COMMITTEE - THURSDAY, 11 AUGUST 2022**

Please find attached, for consideration at the meeting of the HR Committee on Thursday, 11 August 2022, the following new report, which was added after the agenda publication.

Please bring this document with you to the meeting.

**Agenda No    Item**

12.    **Proposed Changes To Bands 1-4 (Pages 3 - 6)**

Yours sincerely

**Andy Rogers**  
**Committee Administrator**

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HR COMMITTEE – 11<sup>th</sup> August 2022

## PROPOSED CHANGES TO BANDS 1-4

### 1. RECOMMENDATIONS

- 1.1 That the HR Committee give their support to the Leader and Chief Executive in commencing a dialogue with the regional union representatives, with a view to gaining their support for the proposals recommended within this report, and subject to that support being confirmed, the Council will be asked to adopt the proposed changes to bands 1-4 put forward in the report, including the proposed increase of £1,925 to each Spinal Column Point within those bands, to be considered as part of any final pay award settlement for 2022/23.

### 2. BACKGROUND

- 2.1 It has become very clear that the ability to recruit to posts and retain staff has become increasingly difficult due to wider market circumstances as evidenced by recent recruitment campaigns and staff turnover. The pressure to continue to deliver our front-line services whilst struggling to recruit is leading to low morale and in some cases reduced attendance. Ultimately if we continue as we are and do not take action this will impact on the council's ability to deliver key statutory services.
- 2.2 As an Employer of Choice, the Council is committed to supporting its employees across the pay spine, but specifically recognises the significant financial pressures faced by those employees placed on the lower end of the pay spine. The Committee therefore is being asked to agree to reflect a pay increase across bands 1-4 at a level commensurate with the current national employers pay award offer.
- 2.3 The Council is in a position to offer an intermediary pay adjustment as a result of the Council being on local pay terms (that has regard to the national offer). The Council would look to seek local union agreement to this interim position.
- 2.4 The current offer by the Employer Side is £1,925 on each spinal column point (scp) but this has yet to be accepted by the unions. A whole-sale roll-out of this level of pay award across the full pay structure comes at significant financial risk, whilst national pay bargaining negotiations are underway.
- 2.5 It is believed that the proposed changes outlined within this report would have a positive impact to staff recruitment, retention and morale, at this difficult time.

### 3. PROPOSED CHANGES

- 3.1 It is proposed to increase all the spine points within band 1-4 by £1,925. This will be backdated to 1<sup>st</sup> April 2022. In addition, the following changes are proposed:
1. It is proposed that the current Band 1 which consists of just one spinal column point should be moved from scp 13 to scp 14, and that scp 14 will be set at £10.70 per hour.
  2. It is proposed that Band 2 which currently consists of three spine points is reduced to two spine points by removing the lowest point which is scp 14.

3. It is proposed that the top of Band 4 is increased by one spine point.

3.2 The current and proposed pay spine for bands 1-4 can be seen at appendix 1.

#### 4. FINANCIAL IMPLICATIONS & RISK

4.1 The number of staff and the overall financial implications are as follows:

	<b>Employee Numbers</b>	<b>Resultant Increase £ / %</b>	<b>Approx. Cost of Implementation</b>
<b>Band 1</b>	27	£2,309 PA 12.59%	£70,000
<b>Band 2</b>	92	£1,925 PA 10.18% - 9.88%	£196,000
<b>Band 3</b>	72	£1,925 PA 9.59% - 9.00%	£154,000
<b>Band 4</b>	186	£1,925 PA 8.78% - 8.15%	£400,000
		Additional SCP £2,595 PA 10.99%	£125,000

4.2 A recommendation of the Cabinet to the Council elsewhere on the Council Agenda for the 12<sup>th</sup> September is to update the Council's salary budget to take full account of the current pay offer. Subject to Council agreeing to that recommendation, the funding will be in place to enable the costs as above to be covered within the latest approved budget.

4.3 There is a risk that the final pay offer may be less than the current offer put forward by the national joint council. This is why the implementation of a fixed £ increase is being targeted at this time across bands 1-4, as opposed to being reflected across the whole pay spine. The Council is responding to a particular need to target an increase in pay at this end of the pay spine and is not therefore reflecting the pay award before national agreement. This increase will however be taken into account as settlement of the 2022/23 pay award, once the final national position is confirmed.

#### 5. CRIME & DISORDER IMPLICATIONS

5.1 None

#### 6. ENVIRONMENTAL IMPLICATIONS

6.1 None

#### 7. EQUALITY & DIVERSITY IMPLICATIONS

7.1 The policy will apply equally to all staff who are paid within bands 1-4.

7.2 It is hoped that national negotiations conclude quickly to enable the full roll out of pay award across the NFDC local pay spine.

## **8. DATA PROTECTION IMPLICATIONS**

8.1 None

## **9. EMPLOYEE SIDE COMMENTS**

9.1 To Follow

### **For further information contact:**

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### **Background Papers:**

APPENDIX 1

Current

Leave Days	Current 1 April 22	Current 1 April 22	SCP	BAND 1	BAND 2	BAND 3	BAND 4
23	£24,290	£12.59	23				
23	£23,620	£12.24	22				23,620
23	£22,595	£11.71	21				22,595
22	£21,933	£11.37	20				21,933
22	£21,391	£11.09	19			21,391	
22	£20,669	£10.71	18			20,669	
22	£20,064	£10.40	17			20,064	
22	£19,476	£10.09	16		19,476		
22	£18,907	£9.80	15		18,907		
22	£18,353	£9.51	14		18,353		
22	£18,333	£9.50	13	18,333			

Proposed

Leave Days	NEW 1 April 22	NEW 1 April 22	SCP	BAND 1	BAND 2	BAND 3	BAND 4
23	£26,215	£13.59	23				26,215
23	£25,545	£13.24	22				25,545
23	£24,520	£12.71	21				24,520
22	£23,858	£12.37	20				23,858
22	£23,316	£12.09	19			23,316	
22	£22,594	£11.71	18			22,594	
22	£21,989	£11.40	17			21,989	
22	£21,401	£11.09	16		21,401		
22	£20,832	£10.80	15		20,832		
22	<b>£20,642</b>	<b>£10.70</b>	14	20,642			
22	<b>£20,258</b>	<b>£10.50</b>	13				