

PROPOSED CHANGES TO PAY SPINE

1. RECOMMENDATIONS

- 1.1 That the Council approve the updated Pay Spine shown at appendix 2 with effect from 1 October 2022.

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. 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.
- 2.3 It is believed that the proposed changes outlined within this report would have a positive impact to staff recruitment, retention and morale.
- 2.4 A review of the NFDC pay spine is a standalone item on the Employee Side Liaison Panel work programme and is independent of the outcome of the current NJC pay negotiations.
- 2.5 The number of vacancies for 2021/22 year returned to pre-pandemic figures (248), despite the Council no longer recruiting to Leisure Centre roles, which suggests increased recruitment and vacancies in other services. Overall for the year 92% of vacancies were filled first time.
- 2.6 Our turnover rate for 2021/22 was 21.36%. Prior to Covid in 2019/20 our turnover rate stood at 22% but again this included the Health and Leisure Service who made up a substantial element of our workforce. This clearly indicates increased turnover in other service areas.
- 2.7 From February this year to July we had 64 vacancies, 8 of those were not filled in the first round of advertising. (12.5%). The number of vacancies not filled first time is increasing. This adds to the pressure on managers and employees while the post is vacant.

3. PROPOSED CHANGES

- 3.1 The following changes to individual spinal column points (scp) and the pay spine with effect from 1st October 2022 are proposed as follows:-
 1. that scp13 is deleted from the councils pay spine.
 2. that Band 1 is moved to be scp14 AND the value of scp14 is reset at £9.70 per hour (£18,717). This is above the current National Living Wage of £9.50.

3. that the bottom point (scp14) is removed from Band 2. Band 2 then becomes a two-point band.
 4. that an additional spinal column point (scp23) is added to the top of Band 4.
 5. that the lowest point scp23 is deleted from Band 5
 6. that an additional spinal column point (scp28) is added to the top of Band 5
 7. that the bottom point scp28 is deleted from Band 6
 8. that the bottom point scp33 is deleted from Band 7
 9. that an additional spinal column point (scp38) is added to the top of Band 7 as a performance point
 10. that the bottom point scp38 is deleted from Band 8
 11. that an additional spinal column point (scp43) is added to the top of Band 8 as a performance point.
 12. that the value of scp43 is adjusted to be £43,075.
 13. that the two bottom points scp64 and 65 are removed from Band 12
 14. that two additional spinal column points (scp67 and 68) are added to the top of Band 12.
 15. that two performance points scp69 and 70, are added to band 12
 16. that band 12 be used for Assistant Director posts to be introduced as part of the Leadership Restructure. NB. Service Managers are Band 11.
- 3.2 The current and proposed pay spine for bands 1 and above can be seen through appendix 1, with the full updated spine visible at appendix 2.
- 3.3 The proposed adjustments mean that bands 1- 8 run using all the spine points available, this is helpful as all our career grades would fall into these bands. Therefore, employees can now progress, subject to meeting the necessary criteria, through the appropriate bands in a more systematic manner.
- 3.4 Band 9 – 11, containing posts regarded as Senior Employees of the Council, are also now structured so that when the performance points are considered there are no gaps within the pay spine.

4. FINANCIAL IMPLICATIONS & RISK

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

	Employee Numbers	Resultant Increase £ / %	Approx. Annual Cost of Implementation
Band 1	27	£384 PA	£11,000
Band 2	92	nil	nil
Band 3	72	nil	nil
Band 4	186	£670 PA	£125,000
Band 5	91	£1093 PA	£110,000
Band 6	118	Nil	Nil
Band 7	88	Subject to PDI Process	£88,000
Band 8	54	Subject to PDI Process	£45,000
Band 12	0	Nil	Nil

4.2 The overall annual cost of £379,000 would be split approx. 80% to GF and 20% HRA. Budget provision was included within the original 2022/23 budget for this review.

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 and as the changes span the breadth of the pay spine, it will not have a disproportionate effect on pay equality.

7.2 Information regarding the gender split across grades can be seen below:

Band	Males	Females
1	10	17
2	90	4
3	43	32
4	71	112
5	44	51
6	56	51
7	71	35
8	24	20
9	26	11
10	2	1
11	13	3

8. DATA PROTECTION IMPLICATIONS

8.1 None.

9. EMPLOYEE SIDE COMMENTS

9.1 None received.

For further information contact:

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Background Papers:

None.

BANDS 1- 4

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 Oct 22	New 1 Oct 22	SCP	BAND 1	BAND 2	BAND 3	BAND 4
23	£24,290	£12.59	23				24,290
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	£18,717	£9.70	14	18,717			
22	£18,333	£9.50	13				

BANDS 5 - 8

Current

Leave Days	Current 1 April 22	Current 1 April 22	SCP	BAND 5	BAND 6	BAND 7	BAND 8
27	£42,673	£22.12	43				
26	£42,080	£21.81	42				42,080
26	£41,026	£21.26	41				41,026
26	£40,004	£20.74	40				40,004
26	£38,960	£20.19	39				38,960
26	£37,953	£19.67	38				37,953
26	£36,755	£19.05	37			36,755	
26	£35,694	£18.50	36			35,694	
26	£34,695	£17.98	35			34,695	
26	£33,788	£17.51	34			33,788	
26	£33,105	£17.16	33		33,105	33,105	
26	£32,175	£16.68	32		32,175		
26	£31,242	£16.19	31		31,242		
25	£30,347	£15.73	30		30,347		
25	£29,401	£15.24	29		29,401		
25	£28,439	£14.74	28		28,439		
24	£27,346	£14.17	27	27,346			
24	£26,731	£13.86	26	26,731			
24	£25,881	£13.41	25	25,881			
23	£25,055	£12.99	24	25,055			
23	£24,290	£12.59	23	24,290			

Proposed

Leave Days	New 1 Oct 22	New 1 Oct 22	SCP	BAND 5	BAND 6	BAND 7	BAND 8
27	£43,075	£22.33	43				43,075
26	£42,080	£21.81	42				42,080
26	£41,026	£21.26	41				41,026
26	£40,004	£20.74	40				40,004
26	£38,960	£20.19	39				38,960
26	£37,953	£19.67	38			37,953	
26	£36,755	£19.05	37			36,755	
26	£35,694	£18.50	36			35,694	
26	£34,695	£17.98	35			34,695	
26	£33,788	£17.51	34			33,788	
26	£33,105	£17.16	33		33,105		
26	£32,175	£16.68	32		32,175		
26	£31,242	£16.19	31		31,242		
25	£30,347	£15.73	30		30,347		
25	£29,401	£15.24	29		29,401		
25	£28,439	£14.74	28	28,439			
24	£27,346	£14.17	27	27,346			
24	£26,731	£13.86	26	26,731			
24	£25,881	£13.41	25	25,881			
23	£25,055	£12.99	24	25,055			
23	£24,290	£12.59	23				

BANDS 9-12

Current

Leave Days	Current 1 April 22	Current 1 April 22	SCP	BAND 9	BAND 10	BAND 11	BAND 12
27	£79,491	£41.20	70				
27	£77,447	£40.14	69				
27	£75,287	£39.02	68				
27	£73,201	£37.94	67				
27	£71,206	£36.91	66				71,206
27	£69,280	£35.91	65				69,280
27	£67,435	£34.95	64				67,435
27	£65,670	£34.04	63			65,670	
27	£63,978	£33.16	62			63,978	
27	£62,310	£32.30	61			62,310	
27	£60,988	£31.61	60			60,988	
27	£59,757	£30.97	59			59,757	
27	£58,528	£30.34	58			58,528	
27	£57,309	£29.70	57		57,309		
27	£56,310	£29.19	56		56,310		
27	£55,289	£28.66	55		55,289		
27	£54,277	£28.13	54		54,277		
27	£53,275	£27.61	53		53,275		
27	£52,250	£27.08	52		52,250		
27	£51,538	£26.71	51	51,538			
27	£50,539	£26.20	50	50,539			
27	£49,535	£25.68	49	49,535		Performance Points	
27	£48,506	£25.14	48	48,506			

Proposed

Leave Days	New 1 Oct 22	New 1 Oct 22	SCP	BAND 9	BAND 10	BAND 11	BAND 12
27	£79,491	£41.20	70				79,491
27	£77,447	£40.14	69				77,447
27	£75,287	£39.02	68				75,287
27	£73,201	£37.94	67				73,201
27	£71,206	£36.91	66				71,206
27	£69,280	£35.91	65				
27	£67,435	£34.95	64				
27	£65,670	£34.04	63			65,670	
27	£63,978	£33.16	62			63,978	
27	£62,310	£32.30	61			62,310	
27	£60,988	£31.61	60			60,988	
27	£59,757	£30.97	59			59,757	
27	£58,528	£30.34	58			58,528	
27	£57,309	£29.70	57		57,309		
27	£56,310	£29.19	56		56,310		
27	£55,289	£28.66	55		55,289		
27	£54,277	£28.13	54		54,277		
27	£53,275	£27.61	53		53,275		
27	£52,250	£27.08	52		52,250		
27	£51,538	£26.71	51	51,538			
27	£50,539	£26.20	50	50,539			
27	£49,535	£25.68	49	49,535		Performance Points	
27	£48,506	£25.14	48	48,506			

27	£47,466	£24.60	47	47,466			
27	£46,390	£24.05	46	46,390			

27	£47,466	£24.60	47	47,466			
27	£46,390	£24.05	46	46,390			

Leave Days	October 2021	Hourly Rate October 2021	SCP	BAND 1	BAND 2	BAND 3	BAND 4	BAND 5	BAND 6	BAND 7	BAND 8	BAND 9	BAND 10	BAND 11	BAND 12	BAND 13	Chief Exec (CX)		
27	£130,928	£67.87	CX5														130,928		
27	£126,578	£65.61	CX4														126,578		
27	£123,192	£63.86	CX3														123,192		
27	£119,497	£61.94	CX2														119,497		
27	£115,911	£60.08	CX1														115,911		
27	£109,660	£56.84	81																
27	£106,471	£55.19	80																
27	£103,368	£53.58	79																
27	£100,358	£52.02	78												100,358				
27	£97,437	£50.51	77												97,437				
27	£94,584	£49.03	76												94,584				
27	£91,842	£47.61	75												91,842				
27	£89,216	£46.25	74												89,216				
27	£86,676	£44.93	73																
27	£84,205	£43.65	72																
27	£81,803	£42.40	71																
27	£79,491	£41.20	70												79,491				
27	£77,447	£40.15	69												77,447				
27	£75,287	£39.03	68												75,287				
27	£73,201	£37.94	67												73,201				
27	£71,206	£36.91	66												71,206				
27	£69,280	£35.91	65																
27	£67,435	£34.96	64																
27	£65,670	£34.04	63											65,670					
27	£63,978	£33.16	62											63,978					
27	£62,310	£32.30	61											62,310					
27	£60,988	£31.61	60											60,988					
27	£59,757	£30.98	59											59,757					
27	£58,528	£30.34	58											58,528					
27	£57,309	£29.71	57										57,309						
27	£56,310	£29.19	56										56,310						
27	£55,289	£28.66	55									55,289							
27	£54,277	£28.13	54									54,277							
27	£53,275	£27.62	53									53,275							
27	£52,250	£27.08	52									52,250							
27	£51,538	£26.71	51								51,538								
27	£50,539	£26.20	50								50,539								
27	£49,535	£25.68	49								49,535					Performance Points			
27	£48,506	£25.14	48								48,506								
27	£47,466	£24.60	47								47,466								
27	£46,390	£24.05	46								46,390								
27	£45,151	£23.40	45																
27	£44,075	£22.85	44																
27	£43,075	£22.33	43							43,075									
26	£42,080	£21.81	42							42,080									
26	£41,026	£21.27	41							41,026									
26	£40,004	£20.74	40							40,004									
26	£38,960	£20.20	39							38,960									
26	£37,953	£19.67	38							37,953									
26	£36,755	£19.05	37							36,755									
26	£35,694	£18.50	36							35,694									
26	£34,695	£17.98	35							34,695									
26	£33,788	£17.51	34							33,788									
26	£33,105	£17.16	33							33,105									
26	£32,175	£16.68	32							32,175									
26	£31,242	£16.19	31							31,242									
25	£30,347	£15.73	30							30,347									
25	£29,401	£15.24	29							29,401									
25	£28,439	£14.74	28					28,439											
24	£27,346	£14.17	27					27,346											
24	£26,731	£13.86	26					26,731											
24	£25,881	£13.42	25					25,881											
23	£25,055	£12.99	24					25,055											
23	£24,290	£12.59	23				24,290												
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	£10.10	16		19,476														
22	£18,907	£9.80	15		18,907														
22	£18,717	£9.70	14	18,717															
Employee Notice Period				1 Month						Two Months						Three Months			