

PAY 2018 - UPDATE

1. INTRODUCTION

- 1.1 The purpose of this report is to provide a basis for the Council to consider its' local pay arrangements.

2. BACKGROUND

- 2.1 NFDC moved to local pay scale and structure in April 1990, the structure over this time has been modified to take account of the local market and the pay scales have been regularly reviewed and amended accordingly.
- 2.2 Last year the Council implemented a two phase approach to bands 1-4. The first phase was focussed at employees on the lowest pay to improve their terms and conditions. This included introducing a lowest hourly rate of £8.
- 2.3 The second phase will take effect from 1 April 2018. This would mean having three spine points within each band.
- 2.4 The December Medium Term Financial Plan (MTFP) position was based on an assumed 1% pay award for 2018.

3. PROPOSED CHANGES

- 3.1 It is proposed that spine column point (scp) 11 is deleted from the bottom of band 1 from April 2018. Currently everyone in band 1 is on scp 11 due to the changes in July 2017 but due to the normal increment process would progress to scp 12 from April 2018.
- 3.2 Spine column point 12 would have an hourly rate of £8.50.
- 3.3 All other spine points would remain as they are with a 2% cost of living rise applied.
- 3.4 Once any national agreement is reached, the Council would be able to further review this pay award in the light of the national agreement.
- 3.5 A copy of the suggested pay scales for the local pay deal from April 2018 is attached as **Appendix 1** for information.

4. FINANCIAL IMPLICATIONS

- 4.1 The cost of implementing the proposed changes for 2018 would be £245,000.

5. ENVIRONMENTAL, CRIME & DISORDER & EQUALITY & DIVERSITY IMPLICATIONS

5.1 There are none.

6. EMPLOYEE SIDE COMMENTS

6.1 Employee Side (unison) note the contents of the report.

6.2 Employee Side support the second phase of the approach to pay bands 1-4 as agreed by the Employee Engagement Panel and General Purposes & Licensing Committee in June 2017. The intention to offer a cost of living rise to employees effective from 1 April 2018, in lieu of the ongoing discussion over the national pay offer is also supported.

7. EMPLOYEE ENGAGEMENT PANEL COMMENTS

7.1 The Panel met on 15 February 2018 and were happy to support the proposal. They also agreed that further negotiation would be entered into, subsequent to any national pay agreement being reached.

8. RECOMMENDATIONS

8.1 That the Committee recommends to the Council that the proposed changes to the local pay arrangements, as set out in Appendix 1, be implemented from 1 April 2018.

For Further Information:

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Background Papers

Published documents