

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment and Appeals Committee

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WARD(S): All

PART I **FOR COMMENT & CONSIDERATION**

PROGRESS ON IMPLEMENTATION OF THE NJC PAY AWARD 2019/2020

1. Purpose of Report

- 1.1 This report seeks to update members with information on the Council's implementation of the pay award for 2019/2020, which introduced a new pay spine to be implemented by 1st April 2019.

2. Recommendation(s)/Proposed Action

- 2.1 The Committee is requested to note the contents of this report.

3. Supporting Information

- 3.1 Committee will recall that at its meeting in October, a report was presented which highlighted the changes that were proposed as part of the NJC pay agreement for 2018 – 2020. This included the introduction of a new pay spine to be implemented on 1 April 2019 which will apply to staff who are on the NJC terms and conditions (known as the Green Book). This has been initiated to address the lowest paid workers pay levels but Members will recall Slough already pay SCP 9 which is above the proposed starting SCP 6. The October report highlighted the main areas that needed to be considered in relation to achieving the new pay spine requirements.
- 3.2 The Council has set up a working group consisting of Trade Unions, Finance and HR to work through the key considerations to implement the pay spine. These are listed below:
- how we pair the old SCP's 6-17 to create the new SCP's 1-6 inclusive
 - how to create the equal steps between pay points (for Slough this will mean that the current grade will change)
 - how we assimilate to the new SCP
 - how we deal with the annual pay rise on the 1st April 2019 i.e. do we action the pay rise before we assimilate onto the new pay spine or assimilate and then apply the pay award
 - understand the financial impact of the above

3.3 To date, the working group has been working very well with both sides keen to reach a pragmatic agreement. The key areas of agreement are as follows:

- In order to maintain the status quo to undertake a 'lift and shift' model to the new pay spine
- We will increment first and then assimilate onto the new pay spine to ensure everyone receives a timely cost of living and pay spine award.
- We will mirror the new national agreement as closely as possible
- We will look to undertake a pay and grade review in the next financial year to ensure long term sustainability of the pay spine and how this impacts on existing job evaluation scores.

4 Financial implications

4.1 It is important to understand that there is no "cost neutral" option of implementing a new pay scale in 2019.

4.2 As we are reaching an agreement on how the pay spinal points will be grouped from April 2019 Finance colleagues will now determine the exact increase in costs.

5. Next steps

5.1 An Initial Equality Impact Assessment has been carried out on the Proposal, comments are awaited from GMB, Unite and Unison.

5.2 To outline the proposal to Corporate Management Team, this will include how the agreed proposal will be implemented and costs.

6. Conclusion

6.1 It is recommended that this committee note the contents of this report and will receive a further report to outline the progress on implementation of the new pay spine in April 2019. That report will advise that the pay award has been implemented.

7. Background Papers

A draft collective agreement has been circulated to GMB, Unite and Unison for their comments. As this is a collective agreement final sign off would be by national union officers. This is included at Appendix A.

8. Appendices

Appendix A – Draft Collective Agreement

Appendix B – EIA data

Appendix C – SBC Pay Scales