

DRAFT

**Collective Agreement between Slough Borough Council and the
recognised trade unions: Unison, Unite and GMB**

**Implementing the National Pay Award 2019/2020 by adopting the new
national pay spine.**

January 2019

1. INTRODUCTION

This document has been jointly drawn up with the trade unions to put forward the council's approach to the achievement of the implementation of the new National Pay Spine.

This Agreement excludes those employees who are outside the scope of the National Joint Negotiating Committee for Local Government Services, including, Soulbury staff, Teachers and Chief Officers. It also excludes agency staff that are engaged by the council via alternative contractual arrangements.

School based employees whose terms and conditions fall under the National Joint Negotiating Committee for Local Government Services are also subject to this Agreement.

This Agreement acknowledges the relevant national agreement as the National Joint Council for Local Government Services pay award for 2019.

This Agreement is an amendment to the previous Single Status Agreement, which remains in place and was agreed in 2010. This agreement will be implemented in full on 1st April 2019.

2. SCOPE

This Agreement is between Slough Borough Council and the three signatory Trade Unions, UNISON, GMB and UNITE. The Agreement will apply only to employees covered by the National Joint Council for Local Government Services (Green Book) who are affected by the changes to pay and conditions resulting from the Single Status Agreement.

3. GUIDING PRINCIPLE

The guiding principles which underpin this Agreement, in line with the principles of the national agreement and our Single Status Agreement, are as follows:

- delivery of a range of quality services for the community
- ensuring an effective, efficient and flexible workforce in the delivery of these services
- recognition of the importance of equal pay for like work and work of equal value
- ensuring council employees are well paid, trained and motivated.

The above will be in the context of an open and transparent process for determining pay and conditions within a clear, consistent framework which is easy to administer. The agreement is also within the context that it is affordable and provides value for money.

4 PAY AND GRADING

4.1 Job Evaluation

All job roles relating to employees under the remit of this Agreement will continue to be evaluated under Hay Job Evaluation Scheme at the time of this agreement.

4.2 Salary Scale

The existing salary scale has been revised. The changes to the scale include:

- the deletion of the existing Level 1.
- The creation of a new Level 2, incorporating SCP9, in this Level, which previously was in Level 1.
- A revision of scale points in Level 5.
- Additional pay points in Levels 4,5 6,7,8,9 and 10.

This revised scale provides:

- New spinal column point numbers that still sit within Council pay levels.
- A more even distribution of spinal column points within each grade

A copy of the revised salary scale is attached as **Appendix 1** to this Agreement.

Employees, where appropriate, will be moved onto the revised salary scale on the effective implementation date of 1st April 2019. Employees at the top of the scale will remain on the corresponding spinal column point and will not be affected. Although cost of living awards will continue to be applied.

Increments are currently subject to automatic progression, unless individual employees are under a formal disciplinary or capability process that means that increments will be withheld from them.

All linked / career grades or bars within pay levels must have clear progression criteria which must be met before progression to the next pay point or pay level is allowed.

4.3 Assimilation arrangements

All employees due an increment will have this applied before being assimilated onto the new pay spine.

4.4 Equal Pay Audit

The council is committed to undertaking an Equal Pay Audit every year to ensure that all arrangements for pay and remuneration are equitable and non discriminatory. This will be conducted in accordance with the Equalities and Human Rights Commission.

5 CONCLUSION

This paper outlines the principles by which the council, in agreement with the trade unions will achieve the implementation of the new national pay spine.

Neil Wilcox
Director of Finance and Resources

Single Status Agreement

Signed _____
(on behalf of Slough Borough Council)

Date _____

Signed _____
(on behalf of GMB)
for Slough Borough Council

Date _____

Signed _____
(on behalf of Unison)
For Slough Borough Council

Date _____

Signed _____
(on behalf of Unite)
For Slough Borough Council

Date _____

List of Appendixes to this Agreement

Content	Appendix Number
Appendix A	Slough Borough Council Pay Spine

Appendix 1
Pay Spine and Pay Levels
1st April 2019