

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 provide members with information on the Council's implementation of the pay award for 2019/2010, 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 Members were briefed in October 2018 on the NJC pay agreement for 2018 – 2020 and the associated changes that had been agreed as part of the settlement. This was largely around the inclusion of the introduction of a new pay spine to be implemented on 1 April 2019. Members were also informed of the process that would be undertaken to ensure we were able to meet the timescales.
- 3.2 The majority of roles at the council (including support staff in maintained schools who adopted Slough's Pay Levels) are paid on Level 1 to 10 which are based on the national pay spine. These pay spines are determined by the NJC for local government services which comprises of the national employers and the recognised trade unions – UNISON, GMB and UNITE.
- 3.3 The above agreement does not include the following as they are covered by different negotiating bodies:
- Chief Executive and Senior Management SML 11 to 16.
 - Teachers and Soulbury
- 3.4 In order to meet national living wage requirements recent pay deals have had bottom loaded pay increases, meaning those on the lowest spinal points have received a higher percentage annual increase than those further up the pay spine.

- 3.5 Each council also has the discretion for how employees' progress through the grades and in Slough incremental progression is based on time served in the grade, unless notified otherwise.
- 3.6 People Services have been working with trade unions colleagues, Finance and Payroll (arvato) to agree the approach of how to implement the new pay spine. The main principle that was applied during this work was to ensure that staff did not have a detriment in their pay. This has been achieved by applying a 'lift and shift' model where the existing pay spines have been aligned to the new pay spines.

4 Collective Agreement

- 4.1 The outcome of the above work has been incorporated into a collective agreement - attached Appendix A. This collective agreement reached between the relevant trade unions and the Council outlines the implementation process to the new pay spines. Each trade union has had formal agreement on the proposals from their national union offices. The document has been signed by Trade Union officials and by the Director of Finance and Resources (Neil Wilcox) on behalf of the Council.

5. Financial Implications

- 5.1 The financial modelling was carried out during the project by both HR (via the Agresso system) and Finance. There was **no** cost neutral option.
- 5.2 Estimated Costs has been identified by Finance colleagues as being approximately £340,000 based on an overall 3% uplift to the pay bill. This is based on the agreement to process increments first before assimilating onto the new pay spine.
- 5.3 The exact increase in costs will be available after the March payroll run has been made and the new pay spine has been loaded into the system.

6 Equality Impact Assessment

- 6.1 An Equality Impact Assessment has been carried out by the Council. Unison also independently carried out an Equality Impact Assessment. The adoption of the pay spine proposed makes a small positive impact on the gender pay gap.

7 Implementation steps

- 7.1 Formal communications of this agreement has been made to all employees via All user email, Newsround and Grapevine. Trade union colleagues have already been informing their members about these proposals.
- 7.2 Individual letters have been sent out to affected employees before the 1st April 2019, which informed them of the changes to the pay spine
- 7.3 The Environmental Services project on pay harmonisation is not finalised, this group of employees will be managed under a separate project and separate timelines

- 7.4 The Children's Trust has been provided with a copy of the collective agreement.
- 7.5 Schools have been advised via The Link on the full details of this project and the final signed collective agreement.

8. Conclusion

- 8.1 It is recommended that this committee note the contents of this report.

9. Background Papers

None.

10. Appendices

Appendix A - Collective Agreement, Final Signed Copy