



EMPLOYMENT COMMITTEE – 28 FEBRUARY 2019

NJC PAY AWARD 2019/20

DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to provide the Employment Committee with an update on the consultation related to the NJC Pay Award for 2019/20 and to seek endorsement for implementation of the award from 1 April 2019.

Background

2. The Employment Committee received an exempt report on the 2019/20 NJC Pay Award at its meeting on 6 December 2018, which gave an update on the consultation and implementation of the Pay Award. The report was exempt as the formal consultation with the Trade Unions was ongoing. As the consultation is now complete it is timely to present a further update and seek endorsement for implementation of the Pay Award.
3. The 2019/20 pay award represents a number of fundamental changes to the pay structure, so it was deemed appropriate to establish a set of design principles, which were shared with Trade Unions before the work on the pay scale began. These included affordability, ensuring incremental progression in each grade, as well as meeting the minimum requirements of the national pay settlement.
4. An external pay specialist with a background of using the Hay job evaluation scheme was also commissioned. They undertook a pay modelling exercise which provided a professional check and balance to the internal work.
5. Taking into account the key principles, a number of options were modelled.
6. A pay scale (see Appendix 1) was developed which achieved the key principles of affordability and incremental progression for all grades.

Consultation update – staff

7. A range of methods was adopted to ensure that all staff were fully consulted with. This included a “News for All” message from the Chief Executive which was published on the Council’s intranet in December. In addition to this, hard copies of the “News for All” message as well as a copy of the proposed pay scales was provided to ‘hard to reach’ staff who do not have regular access to the Council’s communication channel.
8. Information will also be included on payslips for March and April 2019.
9. In addition, two workshops were organised for managers by Human Resources staff to support them in answering any queries from their staff.
10. A significant volume of staff queries was expected as a result of the complexity of the proposed changes, especially regarding grade 6, where the number of pay points has been reduced from 4 to 2. However, only a small number of queries were received, and no significant concerns were raised by management teams regarding the proposed pay scale.

Consultation Update – Maintained Schools and Academies

11. Following briefings to maintained schools and academies and the release of the proposed pay scale, ongoing advice and support has been provided by the Leicestershire Traded Services HR team. To date, no issues of concern have been raised.

Consultation Update – Trade Unions

12. Formal consultation with the recognised Trade Unions has been positive. It is recognised that the Council is implementing a nationally agreed pay award and they have not raised any significant concerns with how the Council has interpreted the NJC changes to the Council’s local pay scale.

Impact of the changes

13. In order to understand the implications of the changes, colleagues from the Council’s Business Intelligence team interrogated the data to examine the impact upon employees and ensure that staff with protected characteristics, for example age, gender, disability were not adversely affected disproportionately. Trade Union colleagues were given access to this reporting facility.
14. Since the previous report to the Committee at its meeting on 6 December 2018, an Equality and Human Rights Impact Assessment (EHRIA) has been completed. The analysis did not highlight any concerns that needed further exploration. The EHRIA was shared with Trade Unions who did not highlight any concerns.

15. The four recognised Trade Unions have been presented with a collective agreement to formally agree the changes, and all have signed it.

Next steps

16. A joint message with Trade Unions will be published in February to announce the agreed pay scale set out at Appendix 1.

17. Work will progress to implement the 2019/20 pay scale from 1 April 2019 alongside system and payroll colleagues.

Recommendations

18. The Committee is asked to note the update provided on the consultation related to the 2019/20 NJC Pay Award and to endorse the implementation of the 2019/20 NJC Pay Award with effect from 1 April 2019.

Background Papers

19. None.

Circulation under the Local Issues Alert Procedure

20. None.

Equality and Human Rights Implications

21. An Equality and Human Rights Impact Assessment has been completed and no concerns have been highlighted.

List of Appendices

Appendix 1 - copy of the proposed NJC pay scale 2019/20.

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