



CONSTITUTION COMMITTEE – MONDAY 18 MARCH 2002

REPORT OF THE DIRECTOR OF EDUCATION

YOUTH AND COMMUNITY EDUCATION STAFF – PAY AWARD

Purpose of the report

1. To inform Members about discussions with the National Association of Teachers in Further and Higher Education (NATFHE) about the level of pay from September 2001 for full and part-time staff employed in the Youth and Community Education Service, where conditions of service are locally agreed.

Background

2. The Education Resources Committee agreed at its meeting on 17th July 1997 to the introduction of local conditions of service and rates of pay for all staff employed on the former FENJC Conditions of Service, following the breakdown of the National Negotiating Machinery. The locally agreed Conditions of Service identified that pay rates on the Education Youth and Community Education Pay Spine, including rates for Adult Education Tutors, would be reviewed from 1st September of each year.
3. The agreement further identifies that any increase in the level of pay should take account of the level of settlement within the Local Government Sector, but with particular reference to the National Level of Settlement for Youth and Community Staff on JNC Conditions of Service. The level of pay increase for JNC staff for 2001 was 3½%. It is therefore proposed that the level of pay increase for youth and community staff be the same.

Consultation

4. Consultation has been held with NATFHE, the Trade Union recognised by the County for this group of staff.
5. The Trade Union's response confirms acceptance of the proposed 3½% Increase.

Resources Implications

6. The cost of implementing the proposed increase of 3½% from 1st September 2001 would be £30,531 in 2001/2002 and £52,339 in 2002/2003.
7. These figures relate to full-time staff who have been included in the Department's budget. The increase for part-time staff will need to be funded from the income from course attendance at individual establishments.
8. The County Treasurer has been consulted about this report.

Equal Opportunity Implications

9. The proposed increase in pay applies to all staff employed within the employment group, where conditions of service are those locally agreed for Youth and Community Education Staff.

Conclusion

10. The recommendation in this report is in accordance with the policy decision in 1997, which identifies that review of levels of pay for the staff group should be undertaken and new levels of pay introduced from September of each year.

Recommendation

11. That approval be given to an increase in pay of 3½% on all spinal points (rounded to the nearest multiple of £3) of the Pay Scales for Youth and Community Education Staff, including Adult Education Tutors.

Background Papers

None.

Members Circulated under the Sensitive Issues Procedure

None.

Officer to Contact

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