

# WILTSHIRE COUNCIL

## STAFFING POLICY COMMITTEE

9 January 2018

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### Implementation of the pay award and new grading model on 1 April 2019

#### Purpose of the report

1. The purpose of this report is to provide Staffing Policy Committee with details of the new pay and grading model for the Council that has been agreed following local negotiation with the recognised trade unions, and takes account of the 2019 National Joint Council (NJC) pay award.

#### Background

2. The annual pay award is negotiated nationally by the national employers and recognised trade unions for staff subject to National Joint Council (NJC) terms and conditions at Wiltshire Council.
3. A two year pay deal was agreed by the national employers and trade unions in 2018. This deal included a 2% increase for April 2018 and for April 2019 for most workers (those paid over £19,430 per annum) with larger increases below this pay point to account for the changes to the minimum wage. The deal also included introduction of a new national pay spine in April 2019.
4. Whilst the pay award and pay spine are agreed nationally, the way that we group the spinal points into grades is agreed locally. The current pay and grading model for NJC staff in the council was implemented through a joint agreement with the trade unions in 2007 as part of a pay reform exercise, and therefore any changes to our pay and grading model needed to be jointly agreed.

#### Main considerations

5. The council has been negotiating with the trade unions to agree the implementation of a new pay and grading model, which has required consideration to be given to the impact of the new national pay spine on existing pay grades, and incremental progression.
6. The new features of the pay spine from April 2019 are:
  - A minimum pay rate of £9.00 per hour (£17,364) on new spinal column point (SCP)1, equivalent to old SCPs 6 & 7
  - 'Pairing off' old SCPs 6-17 to create new SCPs 1-6.
  - Equal steps of 2.0% between each new SCPs 1 to 22, equivalent to old SCPs 6-28 (By creating equal steps between these pay points, new SCPs 10, 13, 16, 18 and 21 have been generated and means that current SCP's will not assimilate and means that the current number of pay points in a grade would change).
  - On new SCP 23 and above (equivalent to old SCPs 29 and above), a 2.0% increase on 2018 rate.
7. In developing the proposals for changing our pay and grading model to take account of the new national pay spine consideration has been given to how schools staff will be

affected as the new arrangements will also be implemented for NJC support staff in Wiltshire maintained schools.

8. Applying the new national pay spine to our pay and grading model with no changes would result in a significant discrepancy in the number of incremental points for some grades, causing equality issues for lower graded staff. The table below shows the impact.

Grade	Existing spinal points (SCP)	Existing pay range 2018 £	New spinal points	New pay range 2019 £
A	6	16394	1	17,364
B	7-9	16,495-16,755	1-2	17,364-17,711
C	10-13	16,863-17,391	3-4	18,065-18,426
D	14-17	17,681-18,672	5-6	18,795-19,171
E	17-19	18,672-19,446	6-8	19,171-19,945
F	19-22	19,446-21,074	8-12	19,945-21,589
G	22-25	21,074-23,111	12-17	21,589-23,836
H	25-28	23,111-25,463	17-22	23,836-26,317
I	28-31	25,463-28,221	22-25	26,317-28,785
J	31-34	28,221-30,756	25-28	28,785-31,371
K	34-37	30,756-33,136	28-31	31,371-33,799
L	37-40	33,136-36,153	31-34	33,799-36,876
M	40-43	36,153-39,002	34-37	36,876-39,782
N	43-46	39,002-41,846	37-40	39,782-42,683
O	46-49	41,846-44,697	40-43	42,683-45,591

#### Mapping across of staff into the new spinal table

9. The council has agreed with the trade unions following negotiation, that the best option for assimilating staff into the new spinal table to create a new pay and grading model for the council would be to award all staff with the increment they would have expected, (unless they are on the top of their grade), using the current 2018 pay and grading model, and then map to the new model, which would include the 2019 pay award. See appendix 1.
10. Staff who are in post for fewer than 6 months at 1 April 2019 (and therefore need to achieve six months service in order to receive their increment), will receive the 2019 pay award applicable to their spinal point. On completion of six months service they will then receive an increment (if applicable) in the new pay and grading model.

#### New pay and grading model

11. The council and trade unions have agreed following negotiation that the implementation of a new pay and grading model which will be based on three spinal points per grade (2 spinal points for grade B). See appendix 2. Currently most grades have 4 spinal points.
12. To achieve a three-spinal point per grade model the council's new pay and grading model will feature a number of missing spinal points, and in this case spinal points 10, 14, 16, 19 and 21 of the national pay spine have been selected.
13. The advantages of the model agreed are as follows:

- A three-increment pay model is a more modern approach and will mean fewer years of progression with employees reaching the maximum salary quicker. This will result in higher average pay in each grade.
- Having fewer incremental pay points for each grade is more likely to be equalities compliant.
- There will be consistency across grades, with the exception of grade B, which can be rationalised on the basis of length of time to become fully proficient.
- The lowest paid staff, currently grade A, will benefit from some progression and a higher grade maximum as this grade will be subsumed into grade B.
- Higher starting salaries for grades I to O is likely to be beneficial in terms of competing for new recruits and our position in the jobs market, which is competitive in many roles in these grades.
- Although this model has grades which contain fewer increments than the current model, no employees would be adversely affected by these structures in terms of pay at 2019, or their perceived long term pay (grade maximum).

### **Financial considerations**

14. The cost of implementing this new pay and grading model for the council will be in addition to the cost of the 2019 pay award and annual increments. £4.042m (£1.305m for increments & £2.695m for 2% pay award) was already in the budget plans for 2019/20, and as a result of the completion of negotiations with the trade unions the additional cost of implementing the new pay and grading model has been built into the 2019/20 budget plans.
15. There is also a financial impact for schools. Of the 5,060 support staff employed in schools, 99% of these staff (5,016) fall within Grades A to I, which will incur the greatest financial impact from implementing the 2019 pay award and new pay spine.

### **Equalities considerations**

16. An analysis of the numbers of males and females in the affected grades/spinal points indicates that neither of these options would introduce any significant gender bias.

### **Recommendations**

17. It is recommended that Staffing Policy Committee note that the implementation of the pay award and a new pay and grading model for NJC staff has been agreed following negotiation with the recognised trade, and will be implemented on 1 April 2019.

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Mapping across to the proposed new pay spine

Current Grade	Current SCP	Annual Salary April 18	New Grade	New SCP	Annual Salary April 19
A	6	£16,394	To Grade B	1	£17,364
B	7	£16,495	B	1	£17,364
	8	£16,626		2	£17,711
	9	£16,755			
C	10	£16,863	C	2	£17,711
	11	£17,007		3	£18,065
	12	£17,173		4	£18,426
	13	£17,391			
D	14	£17,681	D	4	£18,426
	15	£17,972		5	£18,795
	16	£18,319		6	£19,171
	17	£18,672			
E	17	£18,672	E	6	£19,171
	18	£18,870		7	£19,554
	19	£19,446		8	£19,945
F	19	£19,446	F	9	£20,344
	20	£19,819			
	21	£20,541		11	£21,166
	22	£21,074		12	£21,589
G	22	£21,074	G	13	£22,021
	23	£21,693		15	£22,911
	24	£22,401			
	25	£23,111		17	£23,836
	26	£23,866			
H	26	£23,866	H	18	£24,313
	27	£24,657		20	£25,295
	28	£25,463		22	£26,317

Current Grade	Current SCP	Annual Salary April 18	New Grade	New SCP	Annual Salary April 19
I	28	£25,463	I	23	£26,999
	29	£26,470		24	£27,905
	30	£27,358		25	£28,785
	31	£28,221			
J	31	£28,221	J	26	£29,636
	32	£29,055		27	£30,507
	33	£29,909		28	£31,371
	34	£30,756			
K	34	£30,756	K	29	£32,029
	35	£31,401		30	£32,878
	36	£32,233		31	£33,799
	37	£33,136			
L	37	£33,136	L	32	£34,788
	38	£34,106		33	£35,934
	39	£35,229		34	£36,876
	40	£36,153			
M	40	£36,153	M	35	£37,849
	41	£37,107		36	£38,813
	42	£38,052		37	£39,782
	43	£39,002			
N	43	£39,002	N	38	£40,760
	44	£39,961		39	£41,675
	45	£40,858		40	£42,683
	46	£41,846			
O	46	£41,846	O	41	£43,662
	47	£42,806		42	£44,632
	48	£43,757		43	£45,591
	49	£44,697			

# Wiltshire Pay Scales

With effect from 1 April 2019  
Pro rata for part time staff

Grade	SCP	Annual Salary	Hourly Rate *
<b>B</b>	1	£17,364	£9.00
	2	£17,711	£9.18
<b>C</b>	2	£17,771	£9.18
	3	£18,065	£9.36
	4	£18,426	£9.55
<b>D</b>	4	£18,426	£9.55
	5	£18,795	£9.74
	6	£19,171	£9.94
<b>E</b>	6	£19,171	£9.94
	7	£19,554	£10.14
	8	£19,945	£10.34
<b>F</b>	9	£20,344	£10.54
	10	£21,166	£10.97
	11	£21,589	£11.19
<b>G</b>	12	£22,021	£11.41
	13	£22,911	£11.88
	14	£23,836	£12.35
<b>H</b>	15	£24,313	£12.60
	16	£25,295	£13.11
	17	£26,317	£13.64

Grade	SCP	Annual Salary	Hourly Rate *
<b>I</b>	18	£26,999	£13.99
	19	£27,905	£14.46
	20	£28,785	£14.92
<b>J</b>	21	£29,636	£15.36
	22	£30,507	£15.81
	23	£31,371	£16.26
<b>K</b>	24	£32,029	£16.60
	25	£32,878	£17.04
	26	£33,799	£17.52
<b>L</b>	27	£34,788	£18.03
	28	£35,934	£18.63
	29	£36,876	£19.11
<b>M</b>	30	£37,849	£19.62
	31	£38,813	£20.12
	32	£39,782	£20.62
<b>N</b>	33	£40,760	£21.13
	34	£41,675	£21.60
	35	£42,683	£22.12
<b>O</b>	36	£43,662	£22.63
	37	£44,632	£23.13
	38	£45,591	£23.63

\* Hourly Rates rounded to 2 decimal points