

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 15 May 2018

Author: Chief Executive
Service Manager; Organisational Development

1. Purpose of the Report

This is an information item highlighting to the Committee, any issues of particular interest that relate to the council's workforce.

2. Summary of current issues

2.1 Agreement has now been reached between the national trade unions and the Employers' Side in respect to a pay award for NJC employees (the national terms and conditions that cover most of our workforce).

In summary, the award is a two year pay deal running from April 2018 to March 2020. It has been constructed as a response both to the government's national pay agenda that commits to an ambition that the lowest levels of pay should be around £8.75 per hour from 2020 (the National Living Wage- NLW) and also to the removal of the public sector pay cap that has stood at 1% for a number of years.

For year one there is a bottom-loading of an award between spinal column points (SCP) 6-19 with the bottom pay point set at £8.50 per hour. For SCP 20 and above, a flat rate increase of 2% is applied. These increases will result in a national pay bill increase of 2.71%.

In year two the bottom pay point will be set at £9.00 per hour (to give some future-proofing against changes in the NLW). Due to compacting of differentials with the bottom-loading of the pay scale again, spinal column points up to the current SCP 28 will be merged in pairs. A flat rate award of 2% will be applied to the remaining pay points. This will result in an increase to the national pay bill of 2.8%.

The total national pay bill increase over the two years will be over 5.5%.

The measures detailed in the year two settlement will affect the Council's grading structure and potentially there may be issues relating to job evaluation of posts if "pay-point pairing" means that differentials in pay between team members and supervisors is lost. The local position is not yet certain and work will be done later in the year with report being brought back to this committee.

The Trade Union Side representing JNC Chief Officers have put forward a claim for a 2% pay award for this and next year which has been countered with a one year, 1% offer made by the Employers' Side which has also been made to Chief Executives.

- 2.2 Members will be aware that the Chief Executive will be leaving the Council and joining Newark and Sherwood District Council as their Chief Executive on 23 July.

The process for recruitment of a new Chief Executive has begun and this will be progressed in the first instance through the Appointments and Conditions of Service Committee.

- 2.3 Members will also recall reports brought to this committee in the past that outlined the plans to deliver apprenticeships through our own accredited centre.

Apprenticeship delivery commenced in November and 14 candidates began their programmes of development in Business Administration, Professional Operational Delivery and Front-line Management. All programmes are at level 3. The income from these programmes has now been received and totals almost £13,000 for the part-year delivery. Income through the Apprenticeship Levy will continue through 2018/19. This delivery has been made possible by the hard work of candidates and managers from across the organisation and in particular by the work of our two training officers, Mike Calladine and Andrea Cater.

A review of the programme will be undertaken later in the year to determine whether the training can be pushed outside the organisation (beyond the one trial placement currently operating) to secure additional income.

3. Recommendation

The Committee is asked to note this report.