

Report of the Cabinet Member for Transformation and Performance

Cabinet – 16 December 2014

NATIONAL JOINT COUNCIL FOR LOCAL GOVERNMENT SERVICES PAY AWARD FOR 2014/16

Purpose:	To advise on the NJC Pay Award for the pay years 2014/15 and 2015/2016 and to seek approval to implement.
Policy Framework:	Pay Policy 2014/2015.
Reason for Decision:	To enable implementation of the NJC Pay Award.
Consultation:	Legal, Finance, Access to Services and Executive Board.
Recommendation(s):	It is recommended that the NJC proposed pay award is accepted and applied.
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Legal Officer:	Sharon Heys
Access to Services Officer:	Catherine Window

1. INTRODUCTION

- 1.1 The National Joint Council (NJC) has published the agreed rates of pay applicable for Local Government employees from 1st January 2015 to 31st March 2016.
- 1.2 This report seeks authority to implement this proposal.
- 1.3 All Staff within the Council are covered by the National Joint Council apart from Chief Officers, Teachers and Soulbury employees who are covered by separate negotiating bodies.

2. THE PROPOSED NATIONAL PAY AWARD

- 2.1 Swansea has historically and consistently paid NJC pay rates and national pay awards, details of which will be public knowledge.

2.2 The NJC has agreed a pay award with the National Trade Unions for the period 1st January 2015 to 31st March 2016 which consists of the following:

- 2.2% increase payable from 1st January 2015 which covers the pay years 2014/15 and 2015/2016 (See Appendix 1).
- Non consolidated payments to be paid in December 2014 (SCPs 5-49 only) and in April 2015 (SCPs 26-49 only) (See Appendix 2). These payments will be paid on a pro rata basis for part time staff.
- that Spinal Column Point 5 (SCP5) be deleted with effect from 1 October 2015. Therefore, employees on SCP5 shall progress to SCP6 on 1 October 2015. (This does not affect Swansea employees as we pay above SCP 5).

2.2 The view of officers is that the non-consolidated payments due in December 2014 and April 2015 be both paid in December 2014. This is the view of the majority of Councils who are paying the lump sum in total to everyone in December

3. AFFECT ON THE LIVING WAGE

3.1 The Council implemented the Living Wage for employees in April 2013 at £7.45 per hour. This resulted in us amending our Pay Model so that Spinal Column Point 10 was increased to £14,374 p.a. (£7.45 per hour) from the nationally agreed rate of £14,013 p.a.

3.2 Living Wage enhancements only apply to normal working hours (up to 37 hours) and will not be applied to premium payments, such as overtime, weekend working. An example would be where an employee is on Grade 1 (Living Wage), they would receive £7.45 for all basic hours up to 37 hours per week. However, if they work overtime, they will be paid at the appropriate enhanced rate on spinal column point 6. An employee on Grade 2 would be paid at the appropriate enhanced rate on spinal column point 10.

3.3 The Living Wage rate increased nationally in November 2013 to £7.65 and in November 2014 to £7.85; however there was no subsequent increase within the Council.

3.4 The view of officers is that the award of 2.2% should also be applied to our SCP 10 taking the annual salary to £14,689 (£7.61 per hour), which would be above the national SCP 10 rate of £14,338 p.a.. Not to do so would mean that those currently on SCP 10 would receive no increase.

4. EQUALITY AND ENGAGEMENT IMPLICATIONS

4.1 There are no equality or engagement implications associated with this report.

5. FINANCIAL IMPLICATIONS

5.1 These additional costs have been accounted for in the medium term financial plan.

6. LEGAL IMPLICATIONS

6.1 The Authority is part of the NJC collective bargaining process which encompasses negotiation for pay increases nationally.

Background Papers: None.

Appendices:

Appendix 1 - NJC PAY GRADES 2014-16.

Appendix 2 - NON-CONSOLIDATED PAYMENTS.

NJC PAY GRADES 2014-16

SCP	Apr-13	Hourly Rate	Jan-15	Hourly Rate
5 (until 1 Oct 15)	£ 12,435	£ 6.45	£ 13,500	£ 7.00
6	£ 12,614	£ 6.54	£ 13,614	£ 7.06
7	£ 12,915	£ 6.69	£ 13,715	£ 7.11
8	£ 13,321	£ 6.90	£ 13,871	£ 7.19
9	£ 13,725	£ 7.11	£ 14,075	£ 7.30
10	£ 14,013	£ 7.26	£ 14,338	£ 7.43
Swansea's Living Wage – scp (£7.61 per hour)	£ 14,374	£ 7.45	£ 14,689	£ 7.61
11	£ 14,880	£ 7.71	£ 15,207	£ 7.88
12	£ 15,189	£ 7.87	£ 15,523	£ 8.05
13	£ 15,598	£ 8.08	£ 15,941	£ 8.26
14	£ 15,882	£ 8.23	£ 16,231	£ 8.41
15	£ 16,215	£ 8.40	£ 16,572	£ 8.59
16	£ 16,604	£ 8.61	£ 16,969	£ 8.80
17	£ 16,998	£ 8.81	£ 17,372	£ 9.00
18	£ 17,333	£ 8.98	£ 17,714	£ 9.18
19	£ 17,980	£ 9.32	£ 18,376	£ 9.52
20	£ 18,638	£ 9.66	£ 19,048	£ 9.87
21	£ 19,317	£ 10.01	£ 19,742	£ 10.23
22	£ 19,817	£ 10.27	£ 20,253	£ 10.50
23	£ 20,400	£ 10.57	£ 20,849	£ 10.81
24	£ 21,067	£ 10.92	£ 21,530	£ 11.16
25	£ 21,734	£ 11.27	£ 22,212	£ 11.51
26	£ 22,443	£ 11.63	£ 22,937	£ 11.89
27	£ 23,188	£ 12.02	£ 23,698	£ 12.28
28	£ 23,945	£ 12.41	£ 24,472	£ 12.68
29	£ 24,892	£ 12.90	£ 25,440	£ 13.19
30	£ 25,727	£ 13.33	£ 26,293	£ 13.63
31	£ 26,539	£ 13.76	£ 27,123	£ 14.06
32	£ 27,323	£ 14.16	£ 27,924	£ 14.47
33	£ 28,127	£ 14.58	£ 28,746	£ 14.90
34	£ 28,922	£ 14.99	£ 29,558	£ 15.32
35	£ 29,528	£ 15.31	£ 30,178	£ 15.64
36	£ 30,311	£ 15.71	£ 30,978	£ 16.06
37	£ 31,160	£ 16.15	£ 31,846	£ 16.51
38	£ 32,072	£ 16.62	£ 32,778	£ 16.99
39	£ 33,128	£ 17.17	£ 33,857	£ 17.55
40	£ 33,998	£ 17.62	£ 34,746	£ 18.01
41	£ 34,894	£ 18.09	£ 35,662	£ 18.48
42	£ 35,784	£ 18.55	£ 36,571	£ 18.96
43	£ 36,676	£ 19.01	£ 37,483	£ 19.43
44	£ 37,578	£ 19.48	£ 38,405	£ 19.91
45	£ 38,422	£ 19.92	£ 39,267	£ 20.35
46	£ 39,351	£ 20.40	£ 40,217	£ 20.85
47	£ 40,254	£ 20.86	£ 41,140	£ 21.32
48	£ 41,148	£ 21.33	£ 42,053	£ 21.80
49	£ 42,032	£ 21.79	£ 42,957	£ 22.27
50	£ 42,947	£ 22.26	£ 43,892	£ 22.75
51	£ 43,847	£ 22.73	£ 44,812	£ 23.23
52	£ 44,756	£ 23.20	£ 45,741	£ 23.71
53	£ 45,689	£ 23.68	£ 46,694	£ 24.20
54	£ 46,641	£ 24.18	£ 47,667	£ 24.71
55	£ 47,613	£ 24.68	£ 48,660	£ 25.22

KEY:

	These spinal column points are not part of this Authority's Pay Structure.
	<p>These spinal column points are used to calculate overtime payments for staff who are on Grade 1 (Living Wage) or Grade 2, i.e.</p> <p>Grade 1 (Living Wage) premium payments to be paid on scp 6 Grade 2 premium payments to be paid on scp 10</p>

NON-CONSOLIDATED PAYMENTS

SCP	December 2014	April 2015
5	£325	0
6	£325	0
7	£325	0
8	£150	0
9	£150	0
10	£150	0
11	£100	0
12	£100	0
13	£100	0
14	£100	0
15	£100	0
16	£100	0
17	£100	0
18	£100	0
19	£100	0
20	£100	0
21	£100	0
22	£100	0
23	£100	0
24	£100	0
25	£100	0
26	£100	£3
27	£100	£7
28	£100	£10
29	£100	£14
30	£100	£18
31	£100	£22
32	£100	£26
33	£100	£29
34	£100	£33
35	£100	£36
36	£100	£39
37	£100	£43
38	£100	£47
39	£100	£52
40	£100	£56
41	£100	£60
42	£100	£65
43	£100	£69
44	£100	£73
45	£100	£77
46	£100	£81
47	£100	£85
48	£100	£89
49	£100	£93
50	0	0
51	0	0
52	0	0
53	0	0
54	0	0
55	0	0