

**NORTH LINCOLNSHIRE COUNCIL**

**POLICY AND FINANCE CABINET MEMBER**

**REMOVAL OF SPINAL COLUMN POINT 5**

**1. OBJECT AND KEY POINTS IN THIS REPORT**

- 1.1 To outline and seek approval for the deletion of spinal column point (Scp) 5 and the realignment of the grade 1/grade 2 boundary. This is following the implementation of the National Joint Council (NJC) pay award for 2015/2016.
- 1.2 That a decision is taken to enable the necessary changes to be implemented from 1 October 2015, for all employees concerned.

**2. BACKGROUND INFORMATION**

- 2.1 The most recent NJC pay award was implemented with effect from 1 January 2015. As part of this agreement it was stipulated that Scp 5 would be deleted with effect from 1 October 2015.
- 2.2 The bottom point of the council's current pay structure is Scp 5. This is the only Scp in grade 1. The annual salary is £13,500 per annum, which equates to £6.9974 per hour.

**3. OPTIONS FOR CONSIDERATION**

**Option 1**

- 3.1 In order to maintain grades 1 and 2 in line with the council's current job evaluation process, the following is proposed:
- Scp 5 is deleted.
  - Scp 6, £13,614 (£7.0565 per hour) becomes grade 1 (single Scp).
  - Scp 7, £13,715 (£7.1088 per hour) becomes grade 2 (single Scp).
- 3.2 From 1 October 2015 all employees on Scp 5 move to Scp 6 (which becomes the new grade 1) and all employees on Scp 6 move to Scp 7 (which becomes the only Scp of grade 2) to maintain their grade 2 status.

3.3 After 1 October 2015 any new starters to grade 1 posts will be appointed at Scp 6 (the new grade 1) and any new starters to grade 2 posts will be appointed at Scp 7 (the only Scp of grade 2).

#### **Option 2**

3.5 That the council retains Scp 5 at a local level, this would require local pay negotiations and is unlikely to be well received following our previous acceptance of the national pay award for NJC.

### **4. ANALYSIS OF OPTIONS**

4.1 Option 1 will ensure that the council remains aligned with the national pay structure for NJC employees and is above the National Minimum Wage (NMW).

4.2 Option 2 will mean that the council would need to negotiate with trade unions at a local level to determine an alternative rate to the existing Scp 5 as it will no longer exist as part of the NJC pay structure. This is likely to prove very difficult given the current context of existing negotiations regarding potential changes to terms and conditions. Also, the council is likely to be faced with a situation in future years where larger percentage increases are required to keep Scp 5 above the NMW.

### **5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

5.1 There are 409 contracted employees and 247 casual workers on scp 5. There are 163 contracted employees and 410 casuals on Scp 6.

5.2 The cost of option one will be approximately £13,841 from 1 October 2015 to March 2016. This can be met from the budgeted contingency provision for the pay award.

5.3 The above figures include on costs at 29.5% but exclude any enhanced elements of pay such as overtime or weekend enhancements. Such enhancements are however predominantly paid at the lower end of the pay structure.

5.4 The above figures include schools based employees but exclude casual workers as there is no predictable pattern of work, which makes this an undeterminable cost.

5.5 Following the budget on 8 July and central government's intention to introduce a 'National Living Wage' in April 2016, the removal of Scp 5 will soon be superseded by these changes but option 1 remains the recommended course of action from October 2015 in line with the already agreed NJC pay award.

**6. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

6.1 An integrated impact assessment has considered the diversity implications of these revisions (see attached). It has highlighted that a higher proportion of female employees are affected by these proposals.

**7. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

7.1 The trade unions have been consulted and are in agreement with option 1.

**8. RECOMMENDATIONS**

8.1 That option 1 be approved and adopted.

DIRECTOR OF POLICY AND RESOURCES

Civic Centre  
Ashby Road  
SCUNTHORPE  
North Lincolnshire  
DN16 1AB  
Author: Rebecca Stanford  
Date: 17 August 2015

**Background Papers used in the preparation of this report – None**

Grade	Point	2015	**Maximum protected amount (FTE 1.00)	Basic salary less maximum protection	Grade individual can be redeployed to without salary reduction
<b>1</b>	6	£13,614	N/A	N/A	N/A
<b>2</b>	7	£13,715	£4,115	£9,601	1
<b>3</b>	8	£13,871	£4,161	£9,710	1
	9	£14,075	£4,223	£9,853	1
	10	£14,338	£4,301	£10,037	1
<b>4</b>	11	£15,207	£4,562	£10,645	1
	12	£15,523	£4,657	£10,866	1
	13	£15,941	£4,782	£11,159	1
	14	£16,231	£4,869	£11,362	1
<b>5</b>	15	£16,572	£4,972	£11,600	1
	16	£16,969	£5,091	£11,878	1
	17	£17,372	£5,212	£12,160	1
	18	£17,714	£5,314	£12,400	1
	19	£18,376	£5,513	£12,863	1
<b>6</b>	20	£19,048	£5,714	£13,334	1
	21	£19,742	£5,923	£13,819	3*
	22	£20,253	£6,076	£14,177	3
	23	£20,849	£6,255	£14,594	4*
	24	£21,530	£6,459	£15,071	4*
	25	£22,212	£6,664	£15,548	4
<b>7</b>	26	£22,937	£6,881	£16,056	4
	27	£23,698	£7,109	£16,589	5
	28	£24,472	£7,342	£17,130	5
	29	£25,440	£7,632	£17,808	5
	30	£26,293	£7,888	£18,405	6*
	31	£27,123	£8,137	£18,986	6*
<b>8</b>	32	£27,924	£8,377	£19,547	6
	33	£28,746	£8,624	£20,122	6
	34	£29,558	£8,867	£20,691	6
	35	£30,178	£9,053	£21,125	6
	36	£30,978	£9,187	£21,791	6
<b>9</b>	37	£31,846	£9,187	£22,659	7*
	38	£32,778	£9,187	£23,591	7
	39	£33,857	£9,187	£24,670	7
	40	£34,746	£9,187	£25,559	7
	41	£35,662	£9,187	£26,475	7
<b>10</b>	42	£36,571	£9,187	£27,384	8*
	43	£37,483	£9,187	£28,296	8
	44	£38,405	£9,187	£29,218	8
	45	£39,267	£9,187	£30,080	8

<b>11</b>	46	£40,217	£9,187	£31,030	9*
	47	£41,140	£9,187	£31,953	9
	48	£42,053	£9,187	£32,866	9
	49	£42,957	£9,187	£33,770	9
<b>12</b>	50	£45,082	£9,187	£35,895	10*
	51	£46,207	£9,187	£37,020	10
	52	£47,333	£9,187	£38,146	10
	53	£48,449	£9,187	£39,262	10
	54	£49,573	£9,187	£40,386	11
<b>JNC Band 5</b>	1	£48,838	£9,187	£39,651	11*
	2	£50,065	£9,187	£40,878	11
	3	£51,292	£9,187	£42,105	11
	4	£52,519	£9,187	£43,332	12*
	5	£53,746	£9,187	£44,559	12*
<b>JNC Band 4</b>	1	£54,957	£9,187	£45,770	12
	2	£56,333	£9,187	£47,146	12
	3	£57,708	£9,187	£48,521	12
	4	£59,082	£9,187	£49,895	JNC Band 5
<b>JNC Band 3</b>	1	£63,124	£9,187	£53,937	JNC Band 4*
	2	£64,630	£9,187	£55,443	JNC Band 4
	3	£66,138	£9,187	£56,951	JNC Band 4
	4	£67,643	£9,187	£58,456	JNC Band 4
<b>JNC Band 2A</b>	1	£69,870	£9,187	£60,683	JNC Band 3*
	2	£71,400	£9,187	£62,213	JNC Band 3*
	3	£72,930	£9,187	£63,743	JNC Band 3
	4	£74,970	£9,187	£65,783	JNC Band 3
<b>JNC Band 2</b>	1	£76,500	£9,187	£67,313	JNC Band 3
	2	£78,030	£9,187	£68,843	JNC Band 2A*
	3	£79,560	£9,187	£70,373	JNC Band 2A
	4	£81,090	£9,187	£71,903	JNC Band 2A
<b>JNC Band 1</b>	1	£84,150	£9,187	£74,963	JNC Band 2A
	2	£85,680	£9,187	£76,493	JNC Band 2*
	3	£87,210	£9,187	£78,023	JNC Band 2
	4	£88,740	£9,187	£79,553	JNC Band 2
<b>Dir. of Places/P&amp;R</b>	1	£91,800	£9,187	£82,613	JNC Band 1*
<b>Director of People</b>	1	£105,000	£9,187	£95,813	N/A
<b>Chief Executive</b>	1	£129,699	£9,187	£120,512	N/A

\*Corresponding basic salary less maximum protection exists between grade boundaries.

\*\*Maximum protected amount of 30% of salary or cash capping of £9,187.

Salaries not on the NJC or JNC pay structures above will be subject to an equivalent maximum protected amount.

<b>Grade</b>	<b>Point</b>	<b>2015</b>	<b>Hourly rate</b>	<b>Salary midpoint + on costs (29.5%)*</b>	<b>Restrictions</b>
<b>1</b>	6	£13,614	£7.0565	<b>£17,630</b>	
<b>2</b>	7	£13,715	£7.1088	<b>£17,761</b>	
<b>3</b>	8	£13,871	£7.1897	<b>£18,265</b>	
	9	£14,075	£7.2954		
	10	£14,338	£7.4317		
<b>4</b>	11	£15,207	£7.8822	<b>£20,356</b>	
	12	£15,523	£8.0460		
	13	£15,941	£8.2626		
	14	£16,231	£8.4129		
<b>5</b>	15	£16,572	£8.5897	<b>£22,629</b>	
	16	£16,969	£8.7955		
	17	£17,372	£9.0043		
	18	£17,714	£9.1816		
	19	£18,376	£9.5247		
<b>6</b>	20	£19,048	£9.8731	<b>£26,716</b>	
	21	£19,742	£10.2328		
	22	£20,253	£10.4976		
	23	£20,849	£10.8066		
	24	£21,530	£11.1595		
	25	£22,212	£11.5130		
<b>7</b>	26**	£22,937	£11.8888	<b>£32,414</b>	<b>**SCP26 and above - enhancements for overtime not payable.</b>
	27	£23,698	£12.2833		
	28	£24,472	£12.6845		<b>***SCP29 and above - consent for additional employment required.</b>
	29***	£25,440	£13.1862		
	30	£26,293	£13.6283		
	31	£27,123	£14.0585		
<b>8</b>	32	£27,924	£14.4737	<b>£38,139</b>	
	33	£28,746	£14.8998		
	34	£29,558	£15.3207		
	35	£30,178	£15.6420		
	36	£30,978	£16.0567		
<b>9</b>	37	£31,846	£16.5066	<b>£43,711</b>	
	38	£32,778	£16.9897		
	39	£33,857	£17.5489		
	40	£34,746	£18.0097		
	41	£35,662	£18.4845		
<b>10</b>	42	£36,571	£18.9557	<b>£49,105</b>	
	43	£37,483	£19.4284		
	44	£38,405	£19.9063		
	45	£39,267	£20.3531		
<b>11</b>	46	£40,217	£20.8455	<b>£53,855</b>	
	47	£41,140	£21.3239		
	48	£42,053	£21.7971		
	49	£42,957	£22.2657		
<b>12</b>	50	£45,082	£23.3671	<b>£61,289</b>	
	51	£46,207	£23.9502		
	52	£47,333	£24.5339		
	53	£48,449	£25.1123		
	54	£49,573	£25.6949		

\*For administrative purposes only.