

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

19TH NOVEMBER 2018

REPORT OF THE HEAD OF HUMAN RESOURCES – S.REES

Matter for Information

WARD(S) AFFECTED: All

Soulbury Committee Pay Agreement 2018 / 2019

1. Purpose of Report

The purpose of this report is to update Members in relation to national pay agreement for the Soulbury Committee.

2. Background information

Following negotiations, the Soulbury Committee has reached an agreement on a pay award for 2018 and 2019, which is as follows:-

- an increase of 2.0% on all pay points on the Educational Improvement Professionals' pay spine, Young People's/Community Service Managers' pay spine and Educational Psychologists pay spines on 1 September 2018 and on 1 September 2019;
- an increase of 2.0% on all London and Fringe area allowances on 1 September 2018 and on 1 September 2019.

As part of this year's agreement, the Soulbury Committee will shortly be having discussions at Joint Secretarial level on structural changes to the Soulbury pay spines and ranges on a without prejudice basis. In order to address the position of Soulbury Officers who are employed by organisations which are not local authorities (e.g. arms-length bodies or private) the Committee has agreed to incorporate a provision into the Soulbury Report (Blue Book) for Soulbury Officers which makes clear that its provisions are jointly recommended as terms and conditions of employment not only to local authorities but also to others engaged in the provision of such services as follows:

2.2 The Soulbury Committee recommends that the arrangements set out in this Report should not only apply to officers employed in such functions by local authorities but also to officers employed by other organisations which undertake such functions for schools and authorities.

Further details and the revised pay scales are attached in the letter from the Local Government Employers at Appendix One.

3. Consultation

There is no requirement under the Constitution for external consultation on this item.

4. Equality Impact Assessment

There are no equality impacts associated with this report.

5. Recommendation

That Members note the information provided in relation to the national pay agreement for the Soulbury Committee.

FOR INFORMATION

6. Officer contact

Sheenagh Rees, Head of Human Resources, Email: s.rees5@npt.gov.uk or tel. 01639 763315

7. List of Background Papers

N/A

8. Appendices

- **Appendix 1** - Letter from the Local Government Employers Soulbury Committee dated 31st October 2018

