

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee 14th January 2019

Report of the Head of Human Resources – Sheenagh Rees

Matter for Decision

Wards Affected:

All wards

Implementation of the New Local Government Services (LGS) Pay Spine

1. Purpose of the Report

The purpose of this report is to seek Member approval to implement the new LGS pay spine as a result of the National Joint Council for Local Government Services Pay Agreement 2018 – 2019, pending collective agreement with the recognised trade unions.

2. Background

The National Joint Council for Local Government Services (the NJC) confirmed in April 2018 that agreement had been reached between the NJC Employers and the NJC Trade Union Side on rates of pay applicable from 1st April 2018 and 1st April 2019. The agreement provided for a % increase pay award to apply from 1st April 2018 and a new pay spine to apply from 1st April 2019.

The NJC issued guidance developed jointly by the National Employers and the National Trade Union Side, to support the implementation of the new pay spine. This guidance sets out that adoption of the 2019 pay spine is mandatory as agreements reached by the NJC are collective agreement. The new pay spine will replace entirely the current spine and accordingly employees

should assimilate across from their current Salary Column Point (SCP) to the new corresponding SCP in April 2019.

The guidance also sets out that in order to adopt the new pay spine, changes may need to be made to locally agreed grading structures and that these should be the subject of local negotiations with a view to reaching agreement. In order to measure the impact of any changes an equality impact assessment will need to be carried out on proposals prior to implementation.

An equality impact assessment of implementing the new pay spine within Neath Port Talbot County Borough Council, identified two potential adverse impacts of doing so, set out in the attached Equality Impact Assessment (Appendix 1). A new NPT pay model needed to be developed in order to a) implement the new pay spine and b) address the equality impacts identified.

3. Development of the Pay Model

The Council established a Joint Pay Modelling Team in September 2018, chaired by the Director of Finance and Corporate Services, with membership including key finance and HR officers, as well as representatives of GMB and UNISON, nominated by the Joint Trade Union Side.

The aims of the Joint Pay Modelling team were to:-

- (a) implement the NJC for LGS national collective agreement as it applies with effect from 1st April 2019, ensuring that every LGS employee receives a minimum 2% pay increase;
- (b) do so in way that ensures the Council continues to have an equality proofed pay and grading structure;
- (c) do so in a way that does not increase the Council's gender pay gap; and
- (d) develop the pay model and agree it in partnership with the three LGS representing trade unions, UNISON, GMB and UNITE.

The Joint Pay Modelling Team considered a range of options, carrying out an equality impact assessment to determine the most

appropriate model to recommend for implementation (Appendix 1). Consultation has taken place with Regional Trade Union Officers and other stakeholders.

The recommended pay model is attached at Appendix 2.

5. Collective Agreement

The Council must reach collective agreement with the recognised trade unions in order to implement the recommended pay model. A meeting has been scheduled with the LGS Trade Union Negotiating Forum for 16th January 2019 with a view to reaching this agreement.

6. Consultation

There is no requirement for external consultation on this Policy.

7. Implementation

In order to implement the New LGS Pay Spine by 1st April 2019, intensive work will have to be carried out by the Payroll and Human Resources Teams to ensure that every employee included in the Agreement is assimilated onto the new pay spine.

A bilingual communication exercise will take place across the Council to ensure employees are aware of the change to the pay spine and how it affects them.

8. Financial Impact

Implementation of the new pay arrangements will add 4.19 % to the Council's paybill in 2019 / 20, and this has been taken into account in the Forward Financial Plan and built into the 19/20 budget

9. Equality Impact Assessment

A full Equality Impact Assessment is attached as Appendix 1.

10. Workforce Impacts

The implementation of the New LGS Pay Spine will affect all Local Government Services 'Green Book' employees with the exception

of those employed by the Governing Bodies of “Faith” Schools.

11. Legal Impacts

The Policy fully complies with employment legislation.

12. Risk Management

There are no risk associated with this report.

13. Consultation

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

14. Recommendations

It is **RECOMMENDED** that Members **APPROVE** the implementation of the New LGS Pay Spine, adopting the pay model attached at Appendix 2 of this document, subject to collective agreement with the recognised trade unions, GMB, UNISON and UNITE.

FOR DECISION

15. Reasons for Proposed Decision

To ensure the Council has in place a new LGS Pay Spine by 1st April 2019 in line with the NJC for Local Government Services Pay Agreement 2018 -19.

16. Implementation of Decision

The decision is for implementation by 1st April 2019.

17. Appendices

Appendix 1 - Equality Impact Assessment (please note that the appendices to the EIA can be made available to Members at committee or on request)

Appendix 2 – the Recommended Pay Model

18. List of Background Papers

National Joint Council for Local Government Services Pay Agreement 2018 – 19.

19. Officer Contact

Sheenagh Rees, Head of Human Resources, E-mail s.rees5@npt.gov.uk, Telephone 01639 763315