

TRAFFORD COUNCIL

Report to: Employment Committee
Date: 15th December 2014
Report for: Decision
Report author: Lisa Hooley, Acting Director of HR

Report Title

NJC Pay Award 2014 - 16 (non-consolidated pay element)

Purpose of Report

To provide information on the non-consolidated pay element with respect to staff above SCP49.

Recommendation

That the non-consolidated pay element is applied to those staff on NJC terms and conditions who are above SCP49, at a one-off consolidated rate of £193

Contact person for access to background papers and further information:

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Relationship to Policy Framework/Corporate Priorities	These proposals align with the council's Corporate Priorities in respect to 'Reshaping Trafford Council'.
Financial	Implementation of the recommendation would have an estimated financial impact of £8,299
Legal Implications:	There are no legal implications related to this recommendation.
Equality/Diversity Implications	Implementation of the recommendation will ensure that a consistent approach is applied with respect to all groups of workers on NJC terms and conditions. Not to apply the recommendation would have an adverse impact on one pay band in Trafford's pay structure.
Sustainability Implications	None
Staffing/E-Government/Asset Management Implications	Approval of the recommendation will assist with the reward and recognition strategy and will help to improve staff morale at a time when staff are undergoing a period of significant change.

Risk Management Implications	Taking into account the position being adopted by other AGMA authorities, if the recommendation is not accepted, this may impact on staff morale and Trafford's reputation and ability to attract and retain senior staff.
Health & Wellbeing Implications	As above, the recommendation should help to improve staff morale.
Health and Safety Implications	None

1. Background

- 1.1 Following the conclusion of the respective consultations by the Employers' and Trade Unions' sides, a national agreement has now been reached on revised pay scales and other non-consolidated payments for NJC Local Government Employees with respect to the 2014 – 16 pay award.
- 1.2 This national agreement sets out a 2.2% pay award for NJC staff over a two year period, effective from 1st January 2015 (see Annex 1). In addition, agreement has been reached on the award of non-consolidated payments to those NJC staff that are on spinal column points (SCP) 5 – 49 (see Annex 2).

2. Current position

- 2.1 At Trafford, there is a group of staff that are employed on NJC terms and conditions but who are paid above SCP49. This group of staff are on grade band SM4 (A, B and C).
- 2.2 In accordance with the recent NJC agreement, whilst this group of staff would be entitled to receive the 2.2% pay award by virtue of the fact that they are contractually on NJC terms and conditions, they would not automatically be entitled to receive a non-consolidated payment, given that their pay spine exceeds SCP49.
- 2.3 Advice from North West Employers has been that whilst there is no explicit requirement in the national agreement to make a non-consolidated payment to staff above SCP49, if authorities choose to make an award to this group of staff, then this would be entirely a local matter and any non-consolidated payment would be determined "as appropriate" at a local level.
- 2.4 To date, the feedback from other AGMA authorities is that Bolton, Salford, Tameside and Stockport are paying (in December 2014) the one-off, non-consolidated payment to this group of staff, in line with the national principles applying to staff at SCP49 and below; moreover, there is a consensus from the remaining authorities that they will shortly follow suit and plan to take their proposals to their relevant Committees in due course.
- 2.5 At Trafford, there are currently 43 staff employed within the SM4 grade band and in line with the national agreement, these staff will receive a 2.2% pay

award alongside all other NJC staff. This pay award will be made in January 2015. A decision therefore needs to be made as to whether Trafford will apply a locally determined non-consolidated payment to these staff.

- 2.6 If the principles of the national agreement on non-consolidated payments were applied to this group of staff i.e. they would receive a non-consolidated payment of no more than £193; it is therefore estimated that the cost would equate to a one-off amount equating to £8,299.

3. Conclusion and Recommendation

- 3.1 The underlying principle behind the national agreement on non-consolidated payments is to minimise the gap between the upper and lower end of the NJC pay spine.
- 3.2 However, it is important to recognise the position across AGMA as well as the importance of rewarding and recognising this group of staff in order to maintain morale during what is a difficult period of significant transformation.
- 3.3 Balancing the budgetary impact of £8,299 against the position as set out in paragraph 3.2, it is recommended that Trafford makes a decision to extend the national agreement for non-consolidated payments to staff above SCP49, who are on NJC terms and conditions.
- 3.4 In this respect, it is recommended that the non-consolidated payment is set in line with the principles of the national agreement for other staff i.e. it would equate to a one-off payment of £193. This payment would be made in January 2015.