

Pay Policy



2017 - 2018

Contents

1. Introduction and Purpose	3
2. Legislative Framework	3
3. Scope of the Pay Policy Statement	4
4. Independent Remuneration Panel for Wales (IRPW)	4
5. Broad Principles of our Pay and Reward Strategy	5
I) Transparency, accountability and value for money	5
II) Development of Pay and Reward Strategy	5
III) The Councils Pay and Grading Structure	6
IV) Additional Payments	8
V Protection of Earnings	8
6. Chief Officer Remuneration	9
i) Definitions of Chief Officer	9
ii) Policy on the Remuneration of Chief Officers	10
iii) Recruitment of Chief Officers	10
iv) Chief Officer Salaries	10
v) Additions to Salary of Chief Officers	11
vi) Performance Related Pay and Bonuses	11
vii) Payments on Termination	11
viii) Publication of Chief Officer and Other Senior Post Salaries	12
ix) Pay Increases – Chief Officers	12
7. Remuneration of the Lowest Paid Employees	13
8. Salary Sacrifice Scheme	13
9. Pay Relativities within the Authority	13
10. Talent Management	14
11. National Negotiating Bodies and Pay Awards	15
12. National Living Wage	15
13. Additional Costs/Contributions faced by the Council and its Employees	16
14. Re-engagement of Chief Officers	16
15. Publication	16
16. Partnership with Trade Unions	16
Appendix 1	17
Salary Scales	17

1. Introduction and Purpose

The Localism Act 2011 (the Act) requires all councils to prepare an annual Pay Policy Statement by 31 March each year. Should circumstances require, the Policy can be amended during the course of the year subject to the same requirement of approval by full council.

The Pay Policy Statement should set out the Council's arrangements for the pay of its workforce, particularly its senior staff (or 'Chief Officers') and its lowest paid employees. Under section 38 (1) of the Act 2011 English and Welsh local authorities are to produce and publish a pay policy statement for each financial year covering:

- The authority's policies for the remuneration of chief officers;
- The arrangements for the publication of and access to information on the remuneration of chief officers;
- The authority's policies towards the remuneration of its lowest paid employees; and
- The relationship between the remuneration of its chief officers and other employees.

Flintshire County Council is a large and complex organisation with a multi-million pound budget providing and commissioning a wide range of essential public services. Therefore, the arrangements for the evaluation of posts across the workforce, and pay and terms and consideration of employment, are complex and require careful planning, maintenance and control.

The current UK Government fiscal policy and a reduction in public expenditure has led to councils having to reduce their workforce numbers and costs. All councils have had to review their approach to organisational design, workforce remuneration and the costs of employment terms and conditions as a consequence.

2. Legislative Framework

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation including the following:

- The Equality Act 2010;
- Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000;
- The Agency Workers Regulations 2010;
- Where relevant the Transfer of Undertakings (Protection of Earnings) Regulations.

The Council will ensure that there is no pay discrimination within its pay and grading structures and that all pay differentials in pay can be objectively justified through the use of a Job Evaluation system. The Council's Single Status Agreement is compliant with all relevant legislation and industry practice.

3. Scope of the Pay Policy Statement

The Localism Act 2011 requires authorities to publish their pay policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office) and to explain the relationship between remuneration for Chief Officers and other workforce groups including the 'lowest paid'.

In the interests of transparency the Council has chosen to take a broader approach and produces a policy covering all employee groups with the exception of School Teachers (as the remuneration for this group is set by the Secretary of State at a UK level and therefore is not within local authority control).

Nothing within the provisions of the Localism Act 2011 detract from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver achieve business objectives and value for money. The Council will follow its own policy in setting remuneration levels for all workforce groups within its scope.

4. Independent Remuneration Panel for Wales (IRPW)

Section 143A of the Local Government (Wales) Measure 2011, as inserted by Section 63 of the Local Government (Democracy) (Wales) Act 2013 refers to the Independent Remuneration Panel in Wales (the "IRP") and sets out their functions for the remuneration of heads of paid service. All councils should note that the IRP may make recommendations about any on the salary of the head of paid service and any proposed change to the salary of the position.

The responsibilities of the IRPW are increasing. For example, on recruitment, directions may impose restrictions on proposed recruitment to certain posts, including chief officers. Should the Welsh Ministers decide to issue directions under subsection (1), no chief officer may be recruited without the consent of a person specified in the direction.

Detailed guidance to the Independent Remuneration Panel for Wales on the pay of Heads of Paid Service and Chief Officers under Section 143A of the Local Government (Wales) Measure 2011 and Section 39 of the Local Government (Wales) Act 2015 can be found via the following link <http://gov.wales/topics/localgovernment/publications/guidance-salaries-irp/>.

5. Broad Principles of our Pay and Reward Strategy

I) Transparency, accountability and value for money

The Council is committed to an open and transparent approach to pay policy which will enable anyone to access, understand and assess information on remuneration levels across all groups of Council employees. The following is available on the council's website at www.flintshire.gov.uk.

Remuneration data

- All employee pay scales
- Individual remuneration details for senior employees whose remuneration is over £60,000 per annum, and the number of employees whose remuneration exceeds £60,000 as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010.

Policy documents

- [Additional Payments](#)
- [Policy Statement on Redundancy and Severance Payments \(including additional pension payments\)](#)

All relevant policies are reviewed periodically to ensure they are current and meet the principles of fairness, equality, accountability and value for money.

II) Development of Pay and Reward Strategy

The primary aim of a reward strategy is to attract, retain and motivate suitably skilled employees so that the organisation can perform to its best. The biggest challenge for the Council in the current financial climate is to maximise productivity and efficiency within current resources. Pay policy is a matter of striking a balance between setting remuneration levels at appropriate levels to ensure a sufficient 'supply' of appropriately skilled, experienced and qualified individuals to fill the Council's wide range of posts, and ensuring that the burden of cost does not become greater than can be justified.

It should be recognised that in a competitive recruitment 'market' remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from across the public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified

individuals once in post. It should be recognised that the Council will often be seeking to recruit in competition with other public and private sector employers.

The Council is a major employer in the area. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark example on pay and conditions to other employers in the area for the same reasons.

In designing, developing and reviewing the Pay and Reward strategy the Council will seek to balance these factors to achieve performance outcomes for the organisation and the community it serves, whilst managing and controlling total pay costs. This has remained a challenge year on year for the Council against a backdrop of recent pay 'freezes' for local government workers. The 1% NJC national 'cost of living' pay award for 2013/14 made for most employees followed an unprecedented three-year pay freeze.

For senior posts regulated under the Joint Negotiating Council (JNC) the pay 'freeze' had lasted for 6 years to 2015/16 and, for the most senior posts such as Chief Executives, for seven years to 2015/16.

III) The Councils Pay and Grading Structure

Section 112 of the Local Government Act 1972 provides that a local authority shall appoint such Officers for the proper discharge of its functions on such reasonable terms and conditions, including conditions as to remuneration as the local authority thinks fit.

The remuneration of the large majority of employees of the Council is in accordance with the locally agreed pay scale with spinal column points based on the nationally agreed pay spine (the NJC pay scale).

As part of its ongoing commitment to ensure the integrity of the Single Status Agreement, the Council, through the Single Status Governance Group, regularly reviews and analyses a variety of reports to ensure that reward processes are consistently applied in line with the relevant policies and to challenge where appropriate, and to receive Equal Pay Audits and to recommend an action plan as needed.

The Council uses a range of methods to evaluate pay and has multiple pay scales dependent on the terms and conditions of employment.

For roles that are not nationally prescribed and are not Chief Officer posts, the Council uses the Greater London Provincial Committee (GLPC), which is part of the Single Status Collective Agreement, and role profiles for support workers employed by School Governing Bodies.

For employees under JNC Craft Agreement (Red Book) we have a multi-skilling local agreement in place for pay which is based on 3 bands of pay in each trade and is dependent on employees being competent to undertake multi-trade working. The pay scale is based on the National Pay Scales for Craft but is all inclusive of 'tool' and 'dirt money' etc.

In 2016 the Council introduced a collective agreement known as the 'House Agreement' for Theatr Clwyd covering pay and terms and conditions of employment. The agreement introduced a new pay scale and terms and conditions of employment that ensured future payments were equitable, affordable and sustainable whilst facilitating retention and recruitment. Generic profile descriptors are used as a basis for matching each job to the most appropriate grade.

Pay Progression

With the exception of Chief Officers whose pay progression is based on performance, all employees receive annual increments until the maximum spinal point in the grade is reached, subject to six months in that grade (whether attained by appointment, promotion or re-grading).

All employees, including senior employees, will normally be appointed to the minimum point of the pay grade for the job. In certain circumstances it may be appropriate to appoint to a higher point in the pay grade. This may arise when, for example, the preferred candidate for the job is or has been in receipt of a salary at a higher level than the grade minimum, subject to approval by their respective Chief Officer.

For employees on the Craft Rates of Pay, progression through the bands of pay will be dependent upon multi-trade working.

Within Theatr Clwyd incremental progression will be dependent on Theatr Clwyd achieving collective targets which are agreed and reviewed annually by the Board of Trustees.

Bonus Payments and Performance Related Pay

The Council does not apply any bonus payments or performance related pay. The council operates an appraisal system as part of its performance management strategy but this is not linked to pay.

Chief Officer Job Evaluation

For Chief Officers, the Council uses the 'Hay' Scheme for job evaluation purposes. The Council undertook reviews of Chief Officer's roles and associated pay arrangements in 2014. Therefore, current arrangements are modern for the business needs of the Council.

IV) Additional Payments

There may be occasions when an employee is asked to carry out additional duties to those of their substantive post for a period of time. In such circumstances an additional payment may be made in line with the Council's Additional Payments policy. The policy provides a framework to ensure the continued fairness, equitability and affordability of the pay and grading structure and differentiates between the following scenarios:

Honorarium

An honorarium is payable when an employee undertakes some but not all duties or responsibilities of a higher graded post for a continuous period of at least four weeks.

Market Supplements

A market supplement is a time limited supplement to basic pay in recognition that the Council is experiencing severe recruitment and retention difficulties and that comparable posts in a competing market are paid higher salaries elsewhere.

V Protection of Earnings

The Council will take reasonable steps to protect an employee's basic pay where it is reduced as a result of:

- Organisational change
- Redeployment where the individual is at risk of or under notice of redundancy and is redeployed or assimilated into either a lower graded post or a post which attracts a lower total remuneration package than their previous post

The Council protects the remuneration of employees for a maximum of twelve months from the date of the change to basic pay, subject to a maximum of one grade difference or equivalent between the old post and the new post.

6. Chief Officer Remuneration

i) Definitions of Chief Officer

For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The relevant posts within the Council are as follows:

- a) Chief Executive (including Head of Paid Service)
- b) Chief Officer, Governance
- c) Chief Officer, People and Resources
- d) Chief Officer, Streetscene and Transportation
- e) Chief Officer, Planning & Environment
- f) Chief Officer, Social Services
- g) Chief Officer, Education and Youth,
- h) Chief Officer, Community and Enterprise
- i) Chief Officer, Organisational Change 1
- j) Chief Officer, Organisational Change 2

These officers are responsible for working alongside and advising elected members over the strategic direction of the Council, carrying out the stated aims of the Council, ensuring the efficiency and effectiveness of all services provided by the Council and its partners, and providing overall day to day operational management of services.

A new single grade and pay range for the new Chief Officer group was introduced in June 2014. All roles in the structure are positioned in the same single incremental range, given that all roles are broadly the same size, other than the Chief Executive. Placing the new Chief Officer roles on the same grade also removes any hierarchy at senior management level and reflects the single, collective tier.

All roles have access to the same four increments. The pay range has a clear rationale, building on the options developed with the independent advice from Hay Group and being mindful of both affordability and the relativity to management roles in the grades below. The range overlaps with the increments which existed for the former Heads of Service but falls below the former Director pay. It also represents a consistent policy of paying between the lower quartile and the median.

Progression through the range is based on performance. The approach is affordable and fair, and has ensured that the Council can meet its financial targets for the reduction of senior management costs.

ii) Policy on the Remuneration of Chief Officers

The Terms and Conditions of employment applicable to Chief Officers are as determined by the JNC (Joint Negotiating Council) for Chief Officers of Local Authorities (or JNC for Chief executives of Local Authorities) as amended/ supplemented or superseded by decisions on conditions of service made by the Council from time to time and contained within the Councils Employment Policies and Procedures.

iii) Recruitment of Chief Officers

The Council's policy and procedures for the recruitment of Chief Officers is set out within Article 15, 15.01 sub section (b) of the Constitution.

The Council's Management Structure is as approved by Council. The Job Descriptions and Person Specifications for each Chief Officer post are approved prior to advertisement by the Council's appointment panel which comprises seven elected members. The determination of the remuneration to be offered to any newly appointed Chief Officer will take account of such factors as the requirements of the job, the relative size of the organization, local and national market rates and the relationship with other posts within the grading structure. It is the responsibility of the Chief Executive to make and maintain arrangements for the professional management of the Council which meet both its legal duties and its business needs.

There is a requirement under the Welsh Government Regulations that all vacant posts with a salary of over £100,000 are publicly advertised. The Council has not appointed to any posts in this range since 2007. The only exception to this new rule is where the appointment is for 12 months or less. It is also possible to divide up the duties from one deleted Chief Officer post between other existing post holders.

iv) Chief Officer Salaries

Details of the Chief Officer's basic salary are set out below (salaries are those applicable at 31st January 2016).

Chief Executive

The salary falls within a range of 1 – incremental points between £121,945.00 rising to a maximum of £132,546.00. (This salary range was set by the Council in 2007 with external advice and has not been reviewed since that time).

Chief Officers

The salary falls within a range of 1 – 4 incremental points between £82,200 rising to a maximum of £92,605.

v) Additions to Salary of Chief Officers

The Council does pay all reasonable travel and subsistence expenses on produced of receipts and in accordance with JNC conditions and other local conditions. Part III changes which formed part of the Single Status Agreement have removed other previous entitlements. A number of senior employees choose not to claim in full expenses to which they are contractually entitled as a 'conscious' voluntary decision given the current financial constraints.

The Returning Officer for the County Council is the Chief Executive. The Returning Officer duties are not part of the Chief Executive's substantive role. Fees for these duties are paid separately and are determined by the full Council for Council elections and by legislation for the Police and Crime Commissions, the National Assembly for Wales, the Parliamentary Elections, European Elections and national referenda.

vi) Performance Related Pay and Bonuses

The Council does not apply any bonuses or performance related pay to its Chief Officers pay. However, the annual increment (if not already at top of scale) is only awarded once the Annual Appraisal has been passed as satisfactory.

All Chief Officers have annual and mid-year appraisals and the Chief Executive has an annual appraisal facilitated by an external party as per national guidance and the post's contractual rights.

vii) Payments on Termination

The Council's policies for redundancy payments and retirement are set out respectively within its Discretionary Compensation Scheme and Early Retirement Policy.

Under the Local Government (Early Termination of Employment) Discretionary Compensation) (England and Wales) Regulations 2006, the Council applies its discretion under Regulation 5 in the case of both voluntary and compulsory redundancy to base any payments on an employee's actual week's pay.

Under Regulation 6, the Council makes redundancy payments (compulsory and voluntary) based upon the statutory redundancy payments scale with the entitlement in terms of the number of weeks payable being multiplied by a factor of 1.5, subject to a maximum of 45 weeks.

The Welsh Government recommends that authorities should offer their full council body the opportunity to vote before large severance packages beyond a particular threshold are approved for chief officers leaving the organisation. Welsh Ministers consider £100,000 is the right level for that threshold to be set and considers that salary paid in lieu, lump sum redundancy / severance payment, and the cost to the authority of the strain on the pension fund should be included when determining whether the package exceeds £100,000.

In addition, the Council has operated a Voluntary Redundancy (VR) scheme since February 2014. During February 2015 Wales Audit Office published its national study of public sector practice and performance on the management of early departures across Welsh public bodies. Flintshire undertook a voluntary self-assessment of our performance against the seven proposals for improvement. The Council either met or exceeded each of the relevant recommendation and we shared our self-assessment to Wales Audit Office as model practice.

Outside of the policies outlined above the Council does not operate any other policy of making any specific or general payment to its Chief Officers or any other employees on their ceasing to hold office or to be employed by the Council but it may, where appropriate, agree to waive contractual notice.

viii) Publication of Chief Officer and Other Senior Post Salaries

Upon approval by the full Council, this statement will be published on the Council's Website. In addition, for posts where the full time equivalent salary is over £60,000 per annum the Council's Annual Statement of Accounts will include a note setting out by posts the total amount of:

- salary, fees or allowances paid to or receivable by the person in the current and previous year;
- any bonuses so paid or receivable by the person in the current and previous year;
- any sums payable by way of expenses allowance that are chargeable to UK income tax;
- any compensation for loss of employment and any other payments connected with termination; and
- any benefits received that do not fall within the above.

ix) Pay Increases – Chief Officers

The Council employs Chief Officers under JNC terms and conditions which are incorporated into their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of the same is determined on this basis. Chief Officers employed on JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual arrangements.

7. Remuneration of the Lowest Paid Employees

The lowest paid persons employed under a contract of employment with the Council are defined as those employed on full time 37 hours equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure post single status. As at 1 January 2017, this is £14,771.00 per annum. The Council has adopted this definition as it is recommended in relevant guidance as the most easily understood.

The Council employs apprentices (and other such trainees) who are not included within the definition of 'lowest paid employees' and are paid less than the minimum spinal column point for other employees during their apprenticeship. The purpose of paying a lower salary is to reflect the particular nature and/or duration/frequency of their employment and to maximize the number of apprenticeships offered.

8. Salary Sacrifice Scheme

The Council has offered childcare vouchers and cycle to work scheme for many years but, following a review of our total reward strategy in 2016 we launched a new 'eRewards' scheme. This scheme introduced retail and leisure discounts for employees as well as providing an opportunity to re-launch childcare vouchers and cycle to work scheme via new providers all under the National Procurement Service for Wales (NPS) framework.

The aim of the schemes is to stretch net pay for employees following recent years of pay freezes and 1% pay awards against a rise in living costs. The retail and leisure discounts provides many of ways of saving on everyday expenses such as everyday shopping, motoring and insurance.

9. Pay Relativities within the Authority

The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement.

The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010).

The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Governments Code of Recommended Practice on Data Transparency recommends the publication of the ratio between the highest paid salary and the median average salary of the whole of the Authority's workforce.

The multiples of pay for Flintshire County Council are as follows:

1. The multiple between the lowest paid (full time equivalent) employee and the Chief Executive is **1:8.97** (compared to 1:10.08 in 2013/14 (as reported in the first pay policy) and 1:9.46 last year)
2. The multiple between the lowest paid employee and mean average chief officer is **1:5.89** (previous year 1:6.15)
3. The multiple between the median (average) full time equivalent earnings of pay between the Chief Executive is **1:7.72** (previous year 1:7.73)

(information based on payroll data January 2017)

The interim Hutton Fair Pay Report noted that most top to bottom pay multiples in the public sector are in the region of **1:8.1 to 1: 12.1**. The multiples in Flintshire are therefore well within this notional range.

10. Talent Management

The Council recognises the potential in all of our employees and that talent exists throughout the organisation. The concept of talent management has in recent years evolved into a common and essential management practice covering a multitude of areas including organisational capability, individual development, performance enhancement, workforce planning and succession planning

Each of the five strategic priorities of the Councils People Strategy 2016 – 2019 contributes to talent management and defines what we will do to achieve a responsive and flexible workforce that is equipped to meet the changing needs of the organisation.

Succession planning aims to attract the best talent, retain those individuals, and develop them through well-targeted development efforts. The Council have a number of tools available for mapping current performance and future potential (for example the 9 Box Grid).

The desired results of the succession planning are to:

- Identify high-potential employees capable of rapid advancement to positions of higher responsibility than those they presently occupy.
- Ensure the systematic and long-term development of individuals to replace key job incumbents as the need arises.
- Provide a continuous flow of talented people to meet the organisations management needs.

11. National Negotiating Bodies and Pay Awards

The National Joint Council negotiates the pay, terms and conditions of employees in local authorities. It agrees an annual cost of living uplift to the national pay spine, on which each individual council decides where to place its employees. Each council takes into account a number of factors such as job size and local market conditions when deciding an employee's salary. There are no nationally determined jobs or pay grades in local government, unlike in other parts of the public sector.

As with other Welsh councils, the Council continues to comply with all nationally negotiated pay awards that are agreed at a UK level. This means that any pay awards negotiated at national level through the Joint Council for Local Government Employees and the Joint Negotiating Council for Craft Workers, Youth Workers and Community Officer will automatically be applied.

In 2016, pay awards were agreed for 2016 and 2017 and have been applied automatically. The final agreement covered our immediate obligations under the National Living Wage (see below).

12. National Living Wage

On 1 April 2016 the National Living Wage was introduced at a rate of £7.20 per hour which meant that the current bottom three pay points on the 'Green Book' pay spine were below that statutory minimum level. The current hourly rate of SCP6 is £7.06 (£13,614); SCP7 is £7.11 (£13,715) and SCP8 is £7.19 (£13,871).

Prior to NJC reaching a pay agreement in time for 1 April 2016, the Council made preparations for employees currently paid on SCPs 6, 7 and 8 to have their pay increased in accordance with the National Living Wage, which in local government equates to £13,891 per annum with effect from 1 April 2016.

This figure has been calculated by multiplying the National Living Wage rate of £7.20 by the local government standard working week of 37 hours and then multiplied by 52.143.

From 1 April 2017 the National Living Wage increases to £7.50 per hour. The 2016 pay award increased the bottom pay point on 'Green Book' pay spine to £7.65 per hour and the 2017 pay award to £7.90 per hour.

We face a huge challenge in the coming years of having to increase the bottom pay points by potentially 32% to achieve the Government's target for the National Living Wage to reach 60% of median earnings

(currently forecast to be around £9.35 per hour) in 2020. Work is ongoing to determine what changes, if any, will be required to our pay structure to meet the ongoing requirements of the National Living Wage.

As an employer we fully support the principle of the National Living Wage. The challenge arises from the lack of any national funding to support its introduction in the public services and within the sectors from which we commission services such as the social care sector.

13. Additional Costs/Contributions faced by the Council and its Employees

From 1 April 2016, the changes to the Single Tier Pension affected employees currently in contracted out pension schemes who now have to pay an additional 1.4% in National insurance contributions and therefore, have seen a reduction in their 'take-home' pay. The Council was also affected and now pays an additional 3.4% which equates to £2.7m per annum (including Schools).

Employees are also making increased contributions to their work-based pension scheme under the Local Government Pension Scheme Regulations, with the most senior employees making a proportionately greater contribution on a 'sliding scale' of contributions.

14. Re-engagement of Chief Officers

No Chief Officer who was previously made redundant or granted early retirement from the Council will be later re-employed or re-engaged either as an employee (Contract of Service), as a Consultant (Contract for Service) or through an external contractor commission to work in behalf of the Council.

This is aligned to the principles applied within the Voluntary Redundancy Policy which provides that employees who voluntarily leave the Council's employment under the Scheme should not be re-engaged in any capacity within a period of 24 months from the end of their employment, save for exceptional circumstances and only if approved by the Chief Executive as Head of Paid Service.

15. Publication

Upon approval by full Council, this statement will be published on the Council's website.

16. Partnership with Trade Unions

The Council will endeavor to maintain the constructive partnership approach it has developed with the recognised Trade Unions and will continue to work closely with them on pay issues.

Appendix 1

Salary Scales

Chief Executive Pay Scale

Scale	SCP	Salary 01/04/2017 and continuing
CEO Point 01	1	£121,945.00
CEO Point 02	2	£125,477.00
CEO Point 03	3	£129,012.00
CEO Point 04	4	£132,546.00

Chief Officer's Pay Scale

Grade	SCP	Salary range 01/04/2017 and continuing
Chief Officer	1	£82,200
Chief Officer	2	£85,321
Chief Officer	3	£88,443
Chief Officer	4	£92,605

Young People's/Community Service Managers (Soulbury)

Assistant Educational Psychologists

SCP	01/04/17 continuing	and	SCP	01/04/17 and continuing
Point 01	£28,218.00		Point 03	£30,523.00
Point 02	£29,371.00		Point 04	£31,669.00

Educational Psychologists

SCP	01/04/17 continuing	and	SCP	01/04/17 continuing	and
Point 01	£35,731.00		Point 07	£46,504.00	
Point 02	£37,545.00		Point 08	£48,211.00	
Point 03	£39,359.00		Point 09	£49,810.00	
Point 04	£41,171.00		Point 10	£51,411.00	
Point 05	£42,984.00		Point 11	£52,903.00	
Point 06	£44,797.00		Point 07	£46,504.00	

Senior Educational Psychologists

SCP	New Salary 1st April 2017	SCP	New Salary 1st April 2017
Point 01	£44,797.00	Point 09	£55,795.00
Point 02	£46,504.00	Point 10	£56,950.00
Point 03	£48,211.00	Point 11	£58,081.00
Point 04	£49,810.00	Point 12	£59,235.00
Point 05	£51,411.00	Point 13	£60,409.00
Point 06	£52,903.00	Point 14	£61,543.00
Point 07	£53,516.00	Point 15	£62,731.00
Point 08	£54,661.00	Point 10	£56,950.00

Youth Workers (Pink Book)

Scale Point	01/04/17 continuing	and	Scale Point	01/04/17 continuing	and
Point 02	£15,807.00		Point 17	£26,929.00	
Point 03	£16,417.00		Point 18	£27,670.00	

Point 04	£16,931.00	Point 19	£28,404.00
Point 05	£17,491.00	Point 20	£29,141.00
Point 06	£18,006.00	Point 21	£29,969.00
Point 07	£18,636.00	Point 22	£30,907.00
Point 08	£19,260.00	Point 23	£31,820.00
Point 09	£20,055.00	Point 24	£32,737.00
Point 10	£20,677.00	Point 25	£33,662.00
Point 11	£21,682.00	Point 26	£35,511.00
Point 12	£22,665.00	Point 27	£36,446.00
Point 13	£23,679.00	Point 28	£37,375.00
Point 14	£24,730.00	Point 29	£38,304.00
Point 15	£25,446.00	Point 30	£38,930.00
Point 16	£26,194.00	Point 31	£39,961.00
		Point 32	£35,511.00

JNC Craft Pay Scales (Red Book)

SCP	01/04/17 and continuing
Building Labourer	£15,246.00
Heating and Ventilation Mate	£15,613.00
Building Craft Operative	£15,807.00
Plumber	£16,491.00
Engineer & Electrician	£17,072.00
Band 1 - Electrician	£22,778.11
Band 1 - Joiners & Builders	£20,410.08
Band 1 - Labourer	£18,605.89
Band 1 - Plumber	£21,650.49

Band 2 - Diag/Electrician	£24,807.86
Band 2 - Joiners & Builders	£22,552.59
Band 2 - Joiners & Builders + 7%	£24,131.27
Band 2 - Labourer	£20,861.15
Band 2 - Plumber	£23,680.22
Band 2 - Plumber (Gas Qual)	£24,807.86
Band 3 - Diag/Electrician	£26,499.29
Band 3 - Joiners & Builders	£24,018.52
Band 3 - Plumber	£25,371.67
Band 3 - Plumber (Gas Qual)	£26,499.29
Trades Supervisor	£2,8529.03

Occupational Health Nurses Pay Scales

Point	Salary 01/04/16 and continuing	Point	Salary 01/04/16 and continuing
Point 16	£21,692.00	Point 28	£33,227
Point 17	£22,236.00	Point 29	£3,876.00
Point 18	£23,132.00	Point 30	£35,891.00
Point 19	£24,063.00	Point 31	£37,032.00
Point 20	£25,047.00	Point 32	£38,300.00
Point 21	£26,041.00	Point 33	£39,632.00
Point 22	£27,090.00	Point 34	£40,964.00
Point 23	£28,180.00	Point 35	£42,612.00
Point 24	£29,043.00	Point 36	£44,261.00
Point 25	£30,057.00	Point 37	£46,164.00
Point 26	£31,072.00	Point 38	£47,559.00
Point 27	£32,086.00		

Post Single Status Pay Scales (Green Book)

Grade	SCP	Salary April 2017
A	08	£15,246.00
	09	£15,375.00
	10	£15,613.00
	11	£15,701.00
B	12	£15,807.00
	13	£16,123.00
	14	£16,491.00
C	14	£16,491.00
	15	£17,072.00
	16	£17,419.00
D	16	£17,419.00
	17	£17,772.00
	18	£18,292.00
	19	£18,859.00
E	19	£18,859.00
	20	£19,432.00
	21	£20,140.00
	22	£20,661.00
F	23	£21,269.00
	24	£21,964.00
	25	£22,660.00
	26	£23,399.00
	27	£24,175.00
G	30	£26,725.00
	31	£27,669.00
	32	£28,487.00
	33	£29,325.00
H	34	£30,153.00
	35	£30,785.00
	36	£31,601.00
	37	£32,487.00
I	39	£34,538.00
	40	£35,445.00
	41	£36,286.00
J	42	£37,307.00
	43	£38,237.00
	44	£39,178.00

K	45	£40,057.00
	46	£41,027.00
	47	£41,968.00
	48	£42,899.00
L	51	£45,903.00
	52	£47,122.00
	53	£48,373.00
M	53	£48,373.00
	54	£49,659.00
	55	£50,976.00
N	56	£52,328.00
	57	£53,718.00
	58	£55,143.00
	59	£56,605.00

Theatre Pay Scales (NJC)

SCP	01/04/17 and continuing	SCP	01/04/17 and continuing
Point 06	£15,014.00	Point 31	£30,153.00
Point 07	£15,115.00	Point 32	£31,601.00
Point 09	£15,375.00	Point 33	£32,486.00
Point 10	£15,613.00	Point 34	£33,437.00
Point 11	£15,807.00	Point 35	£34,538.00
Point 13	£16,491.00	Point 36	£35,444.00
Point 15	£17,072.00	Point 37	£32,486.00
Point 16	£17,419.00	Point 38	£33,437.00
Point 17	£17,772.00	Point 39	£34,538.00
Point 18	£18,070.00	Point 40	£35,444.00
Point 19	£18,746.00	Point 41	£36,379.00
Point 20	£19,430.00	Point 42	£37,306.00
Point 21	£20,138.00	Point 43	£38,237.00
Point 22	£20,661.00	Point 44	£39,177.00
Point 23	£21,268.00		
Point 24	£21,962.00		
Point 25	£22,658.00		
Point 26	£23,398.00		
Point 27	£24,174.00		
Point 29	£25,951.00		
Point 30	£26,822.00		