

CABINET

Pay and Grading Structure 9th December 2008

Supplementary Report of Chief Executive

PURPOSE OF REPORT			
To inform Cabinet of the views of the Joint Consultative Committee(JCC) with regards to the Pay and Grading Structure report.			
Key Decision	<input checked="" type="checkbox"/>	Non-Key Decision	<input type="checkbox"/>
		Referral from Cabinet Member	<input type="checkbox"/>
Date Included in Forward Plan	November 2008		
This report is public			

RECOMMENDATION

- (1) To receive the views of the JCC on pay and grading structure.

1.0 Introduction

- 1.1 Members of the JCC considered progress with and future proposals for the development of the new pay and grading structure at their meeting on 2nd December 2008.
- 1.2 The original report on Cabinet agenda set out the four grading structures under consideration and provided three year financial forecasts for each structure and charts showing the 10 year additional annual costs and cumulative annual costs for both the General Fund and Housing Revenue Account (HRA) for each model. A revised timetable for Fair Pay was also attached.
- 1.3 The JCC were informed that the Personnel Committee had expressed a preference for two structures (9.5.4.2 and 9.5.4.5). Discussions with union representatives had since raised some concerns about overlapping grades in model 9.5.4.2, particularly the complete overlap of nine Spinal Column Points (SCP) between Grade 3 and Grades 2 and 4. Although both structures were quite similar, officers preferred model 9.5.4.5 because the overlaps between Grades spanned no more than three SCP.
- 1.4 Unison reported that reducing overlap was an issue, and whilst an overlap of one or two SCP would probably be acceptable, generally speaking an overlap of three SCP probably would not be. Model 9.5.4.5 contained an overlap of three SCP between the top of Grade 6 and bottom of Grade 7. Unison requested that Grade 7 in model 9.5.4.5 be shortened if possible, so that SCP 39 only exists in Grade 6.

The JCC resolved:

That officers be requested to review 9.5.4.5 and the implications of making adjustments to reduce the overlap, but that in the meantime Cabinet and the Personnel Committee be advised that, based on the information currently available to the JCC, its preferred grading structure is 9.5.4.5.

Officer Comments:

Model 9.5.4.5 has been reviewed by Officers as requested by Unison. It is recommended that SCP 39 be removed from grade 7 to reduce the overlap between grades 6 and 7.

RELATIONSHIP TO POLICY FRAMEWORK

Contained in the original report.

CONCLUSION OF IMPACT ASSESSMENT

Contained in the original report.

FINANCIAL IMPLICATIONS

The financial implications of the amendment to structure 9.5.4.5 are set out below.

Str 9.5.4.5	Current	Removal of SCP 39 from grade 7
Financial Implications:	£	£
Cost in year 0	23,090,277	23,094,677
3 Year Costs	71,240,694	71,248,824
10 Year Costs	296,880,382	296,889,347
3 Year Protection costs	961,074	961,074

SECTION 151 OFFICER'S COMMENTS

As the potential impact of this proposal is relatively small, the s151 Officer has nothing further to add to her comments contained in the original report.

LEGAL IMPLICATIONS

Contained in the original report.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no further comments.

BACKGROUND PAPERS

Pay and Grading report, appendices and Minutes from JCC on 2nd December 2008.

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