

Personnel Committee – 24th October 2023

Walsall Council NJC Pay Scales (G15 & G16)

1. Purpose of the report

- 1.1 To gain Personnel Committee approval to amend the Walsall Council NJC pay scales as attached (appendix 1) and set out in section 3.8 & 3.9 of this report with immediate effect, as endorsed by Corporate Management Team (CMT) at its meeting of 12th October 2023.

2. Recommendations

- 2.1 Personnel Committee is recommended to approve the amended Walsall Council NJC pay scales as attached (appendix 1) and set out in section 3.8 & 3.9 of this report with immediate effect.

3. Background Information

- 3.1 Walsall Council currently have 3 senior management grades (Hay evaluated grades) and the spinal column points (scp) of these three grades (G14, G15 & G16) currently overlap, as outlined below:

		Hay Grades				
G14		55	055	64248	5354.00	33.3014
		56	056	65550	5462.50	33.9763
	G15	57	057	67604	5633.67	35.0409
G14		58	058	70889	5907.42	36.7437
		59	059	74170	6180.83	38.4443
G16		60	060	77594	6466.17	40.2190
	G15	61	061	80882	6740.17	41.9233
G16		62	062	84163	7013.58	43.6239

- 3.2 Walsall Council (as at data available 05 September 2023) currently have 22 employees on a Grade 15 and 13 employees on a Grade 16.
- 3.3 Walsall Council's Grade 16 is made up of 3 spinal column points, 2 of which overlap with the top of Grade 15 and so there is only 1 scp difference effectively between the top of G16 and the top of G15.
- 3.4 Walsall Council has previously committed to a review of the pay and grading structure, including the proposed removal of overlapping grades that exist within our NJC pay structure. The removal of overlapping grades is strongly supported by our trade union colleagues.

Aim

- 3.5 The aim is to ensure that the council is able to deliver against its priorities and has an effective and legislatively compliant pay and grading structure that align to these priorities.
- 3.6 To ensure our pay and grading structure is able to effectively support our recruitment and retention strategies and appropriately and effectively rewards our employees for the work they undertake, ensuring they feel valued and fairly recompensed.
- 3.7 To ensure transparency and equality across the senior levels of our Hay job evaluated roles within the council.

Proposed pay scale changes

- 3.8 To remove the overlapping scp's across G14, G15 & G16 and combine the existing G15 and G16 grades into a new senior management grade (SMG). Refer to appendix 1 for proposed new pay scales. Existing pay scales can be observed at appendix 2.
- 3.9 The pay scale changes proposed are as follows;
 - 1) G14 – remains unchanged and will comprise of the existing scp 55, 56, 57 & 58
 - 2) Scp 57 & 58 will no longer be used for G15 or the newly created SMG grade
 - 3) Scp 59 will not be used
 - 4) G15 and G16 will become the newly created SMG grade, which will comprise of scp 60, 61 & 62

		Hay Grades				
G14		55	055	64248	5354.00	33.3014
		56	056	65550	5462.50	33.9763
		57	057	67604	5633.67	35.0409
G14		58	058	70889	5907.42	36.7437
		59	059	Not in use		
SMG		60	060	77594	6466.17	40.2190
		61	061	80882	6740.17	41.9233
SMG		62	062	84163	7013.58	43.6239

- 3.10 The impact on existing employees dependent on their grade and scp are outlined below (as at data available 05 September 2023);

- a) Employees currently on G14 – no change or financial impact
- b) Employees currently on G15 scp 57-58 – will move to SMG scp 60 when their next increment is due
- c) Employees currently on G15 scp 59 – will move to SMG scp 60 when their next increment is due (no financial impact, they would have moved to scp 60 regardless of the proposal)
- d) Employees currently on G15 scp 60 – will move to SMG scp 61 when their next increment is due (no financial impact, they would have moved to scp 61 regardless of the proposal)
- e) Employees currently on G15 scp 61 – will move to SMG scp 62 when their next increment is due
- f) Employees currently on G16 scp 60 – will move to SMG scp 61 when their next increment is due (no financial impact, they would have moved to scp 61 regardless of the proposal)
- g) Employees currently on G16 scp 61 – will move to SMG scp 62 when their next increment is due (no financial impact, they would have moved to scp 62 regardless of the proposal)
- h) Employees currently on G16 scp 62 – will move to SMG scp 62 with immediate effect as there are no further increments due once the top of the scale has been reached (no financial impact)

Know

- 3.11 These proposed changes will support recruitment and retention activity at a senior level, increasing stability amongst key personnel and reduce recruitment costs in the longer term.
- 3.12 In addition the removal of overlapping scp's and the combining of G15 and G16 grades where there may be limited rationale for differences in grades across senior roles within the organisation, will reduce further any inequality and potential risks from unforeseen pay claims should they exist in the future.

Our Council Plan priorities

- 3.13 The policy is directly aligned to the council's strategic priority of internal focus ensuring all council services are customer focused, effective, efficient and equitable and helps support the delivery of our Employee Satisfaction Proud promise.

Response

- 3.14 Subject to approval, HR will amend the Walsall Council NJC pay scale with immediate effect for existing effected workers as well as new recruits. The Pay Policy will be updated at its next iteration, effective 01 April 2024.

Review

3.15 The NJC pay scales are reviewed annually in line with the national pay award and are formally published as part of the Pay Policy Statement reviewed each year.

4. Financial Implications

4.1 The following projected costs will be subject to on costs and assume annual incremental progression for 2024 has been factored in, aligning with the proposed implementation date for existing staff.

4.2 The only existing employees who will create additional cost over and above the normal incremental progression costs already budgeted for are those currently graded G15 scp 57, 58 & 61 – of which there are a total of 20 employees.

4.3 The costs outlined for these 20 employees based on annual salary (FTE and excluding on costs) are as follows;

Current scp	Cost per employee	No. of employees	Total Cost(s)
57	£6,705	4	£26,820
58	£3,424	3	£10,272
61	£3,281	13	£42,653
			£79, 745

4.4 All existing employees currently on a G16 are currently on the top of the grade and therefore there would be no additional cost transferring these employees onto the new SMG grade.

4.5 The costs are based on existing employees and excludes vacant posts which may or may not be filled during 2024. Based on data available as at 05 September 2023, the Council have 5 vacant G15 posts and 4 vacant G16 posts on the structure.

5. Legal Considerations

5.1 There are no anticipated legal issues arising from this report, the proposal seeks to mitigate further any potential and future equal pay challenges.

6. Consultation

6.1 CMT reviewed and endorsed the policy at their meeting of 12 October 2023.

6.2 Trade union colleagues were in support of the proposed changes during their Employee Relations Forum meeting of 05 September 2023.

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