

**NORTH SOMERSET COUNCIL
DECISION**

**DECISION OF: EXECUTIVE MEMBER FOR HUMAN RESOURCES, ASSET
MANAGEMENT, CAPITAL PROGRAMME AND TRANSFORMATION
WITH ADVICE FROM: HEAD OF PERFORMANCE IMPROVEMENT & HR
DIRECTORATE: CORPORATE SERVICES**



DECISION NO: 2018/19 CSD186

**SUBJECT: PAY AWARD 2019
KEY DECISION: NO**

BACKGROUND:

The majority of staff are engaged on terms and conditions that are set by the National Joint Council for Local Government Services (NJC), this determines the pay award for those staff who are on nationally agreed pay arrangements.

The latest pay award covered the period 2018-2020 and on 1st April 2019 introduces a new pay spine. The new pay spine weighted the lowest spinal points to allow headroom between the lowest spinal point and the National Minimum/Living Wage, whilst removing random gaps between existing spinal points. This approach made the pay award particularly complex for 2019.

DECISION:

To implement the pay award for 1st April 2019 for all staff on NJC terms and conditions, this includes both corporate and LEA non-teaching staff. See attached appendix.

REASONS:

The pay award is a national collective agreement and is the method of determining the pay of staff on NJC terms and conditions.

OPTIONS CONSIDERED:

Four options were initially considered for implementation. During negotiations with unions a fifth option was developed and formally proposed. The Local Government Association technical guidance on application and assimilation has been adhered to.

FINANCIAL IMPLICATIONS:

The pay award is already captured within the budget and implementation will not increase the expected and budgeted spend.

Costs

Each model has been fully costed by Finance and the chosen model of implementation is included within the salary budget.

Funding

N/A

LEGAL POWERS AND IMPLICATIONS

[Click here to enter Legal Powers & Implications]

CONSULTATION

Unison, Unite and GMB have been consulted. Further work on the options was completed following feedback specifically from Unison. In addition work was undertaken with our neighbouring authorities to ensure the approach was not of significant detriment to us any of us, especially in hard to fill roles such as Social Workers.

RISK MANAGEMENT

EQUALITY IMPLICATIONS

Have you undertaken an Equality Impact Assessment? Yes

CORPORATE IMPLICATIONS

N/A

BACKGROUND PAPERS

NJC Pay Award

SIGNATORIES:

DECISION MAKER(S):

Signed: K. Lay

Title: EXECUTIVE MEMBER FOR HR

Date: 14 MARCH 2019

WITH ADVICE FROM:

Signed: P. A. Morris (Paul Morris)

Title: HEAD OF PERFORMANCE IMPROVEMENT & HR

Date: 14 MARCH 2019

Signed:

Title:

Date:

Footnote: Details of changes made and agreed by the decision taker since publication of the proposed (pre-signed) decision notice, if applicable: