

The Vale of Glamorgan Council

Cabinet Meeting: 9 October, 2017

Report of the Leader

Proposed Refinement of the Single Status Grading Structure

Purpose of the Report

1. To ask Cabinet to approve a refinement of the Council's pay structure for those employees on Single Status terms and conditions of employment.

Recommendation

1. That final approval is given to the refinement of the Council's Single Status pay structure as initially considered by Cabinet on 18 September 2017 and as set out in the report attached at [Appendix 1](#).

Reason for the Recommendation

1. To help ensure that pay levels for employees on Single Status terms and conditions of employment are maintained at a sustainably higher level than the National Living Wage and that they move incrementally closer to the Foundation Living Wage.

Background

2. The background to this issue was set out in the report to Cabinet on the 18 September 2017 as attached at [Appendix 1](#).
3. As Members will recall the report set out a proposal for the removal of the lowest two pay points within the Single Status pay structure from 1 December 2017. If approved this would mean that £7.90 would be the lowest hourly rate for such employees.
4. The proposal was supported in principle by Cabinet on 18 September 2017 subject to consideration by the Schools Budget Forum on the 20 September, Scrutiny Committee (Corporate Performance & Resources) on the 21 September, and continuing consultation with the trade unions.

Relevant Issues and Options

5. The referral and consideration process as set out in paragraph 4 has now been completed and it is pleasing to note that the proposal has received full support and endorsement from each of the committees and groups as set out.

6. Subject to final approval by Cabinet, arrangements can, therefore, be made to implement the pay structure changes from the 1st December 2017.
7. A copy of the Equalities Impact Assessment to support the change to the pay structure is attached at [Appendix 2](#) and as referenced in the original report.
8. As Members will note, the change will have a positive impact on a proportionately higher number of female and part time employees at grades A, B and C of the pay structure and, in doing so will help reduce the gender pay gap.
9. Of the 1280 employees who will be affected, some 1060 (82.7%) will be female employees and 220 (17.3%) will be male employees.

Resource Implications (Financial and Employment)

10. As set out in in the report to Cabinet of the 18 September 2017

Sustainability and Climate Change Implications

11. There are no sustainability or climate change implications directly arising from the content of this report.

Legal Implications (to Include Human Rights Implications)

12. The proposal will require a technical change in terms and conditions of employment for all employees concerned, and as such a collective agreement with the three Single Status trade unions (UNISON, GMB and UNITE). This will be progressed if the proposed pay structure change is approved.

Crime and Disorder Implications

13. There are no crime and disorder implications directly arising from the content of this report.

Equal Opportunities Implications (to include Welsh Language issues)

14. As set out in paragraphs 7 to 9 above.

Corporate/Service Objectives

15. The proposals set out in this report are congruent with the values as set out in the Corporate Plan.

Policy Framework and Budget

16. This is a matter for Executive consideration by Cabinet.

Consultation (including Ward Member Consultation)

17. Consultation has been undertaken as set out in paragraphs 4 and 5 above.

Relevant Scrutiny Committee

18. Corporate Performance & Resources

Background Papers

None

Contact Officer

Reuben Bergman - Head of Human Resources

Officers Consulted

Corporate Management Team

Responsible Officer

Rob Thomas, Managing Director