

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 12TH DECEMBER, 2018

REFERENCE FROM CABINET: 19TH NOVEMBER, 2018

**“C483 NEW NJC SINGLE STATUS PAY STRUCTURE 2019/20 (L)
(SCRUTINY COMMITTEE – CORPORATE PERFORMANCE AND RESOURCES) –**

Cabinet was updated on the National Joint Council (NJC) 2019/20 Single Status local pay award proposals and approval was sought to implement the proposed new pay structure following the consultation exercise.

As previously notified at Cabinet on the 17 September 2018, it was agreed to proceed with the implementation of the new pay structure and to commence a formal consultation. The Cabinet Report was also presented to the Corporate Performance and Resources Scrutiny Committee on 20th September 2018, where it was unanimously agreed to proceed with Option 5. Work had progressed significantly over the past couple of months to progress the new NJC pay structure.

Agreement was reached to proceed with Option 5 of the previous report and the following actions had taken place:

- Full Consultation had taken place with the approximately 4,000 staff affected by the proposed pay structure. Individual letters were sent to home addresses.
- Roadshows / Drop-In sessions facilitated by Human Resources and the recognised Trade Unions were held at a number of venues across the Vale for staff to attend. Details of these were contained within the report.
- An external website was created to ensure staff who did not have access to the Intranet had access to further information.
- A presentation was produced and circulated which explained to staff and managers how staff would move from the current pay structure to the new pay structure. This was included in the information as Appendix A to the report.

As part of recent pay changes, Spinal 6 and 7 had already been removed in December 2017 from the current pay structure which meant that the current minimum hourly rate for staff on NJC terms and conditions was £8.62.

From April 2019 the minimum hourly rate would be £9.18 per hour and was now confirmed as being above the Voluntary Foundation Living Wage which had been announced on 5th November, 2018 as £9.00 per hour.

The Leader informed Cabinet that the amendment to the grading structure would enable Equal Pay legislation to be met. It would also improve the gender pay gap as the higher percentage increases were towards the lower end of the grading structure, which were predominantly held by females.

At the meeting, the Leader stated he was pleased his administration had reached one of its targets within two years, in that everyone employed by the authority would be earning above the Voluntary Foundation Living Wage.

This was a matter for Council decision.

Cabinet, having considered the report and all of the issues and implications contained therein,

RESOLVED –

- (1)
- (2) T H A T the new draft pay structure be approved and recommended to Full Council for approval and implementation from 1st April, 2019.
- (3) T H A T in line with Resolution (2) above, the report be referred to Council on 12th December, 2018 for consideration.

Reasons for decisions

- (1)
- (2) To allow progress in relation to the implementation of the NJC (Single Status) Pay Award on 1st April, 2019.
- (3) To enable Council to approve the New Pay and Grade Structure as it was a change to the terms and conditions for all staff employed under on the NJC Single Status handbook.”