



FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

24 May 2022

**Report of the Executive Director of Children's Services
and
Director of Organisation Development & Policy**

**APPLICATION FOR THE DERBYSHIRE ADULT COMMUNITY EDUCATION
SERVICE PAY OFFER 2021-22 TO BE AWARDED AT 1.75%**

1. Purpose

- 1.1 For the Committee to consider and approve a one year pay agreement at 1.75% for Derbyshire Adult Community Education Service (DACES) employees for 2021-22.

2. Information and Analysis

- 2.1 DACES employees are the only group of employees not covered by national pay bargaining arrangements, therefore, pay agreements are required to be agreed locally. As a result the decision as part of Single Status implementation in 2010 that Derbyshire Pay Scales would be adjusted by any 'cost of living' increase agreed nationally by the relevant National Joint Committee is not applicable to DACES pay scales.

The local trade unions have accepted the Council's one year pay offer of 1.75% with effect from 1 September 2021. The one year offer relates to the period 1 September 2021 to 31 August 2022. This is in line with the recently agreed Local Government Services agreement which was also for 1.75% (from 1 April 2021 to 31 March 2022). The revised pay scales are attached at Appendix 2.

Around 320 employees on DACES pay conditions are included in the local pay offer. Apart from pay, officers affected are employed on Derbyshire Package terms and conditions.

- 2.2 In line with national pay agreements, pay should be backdated to 1 September 2021 and will include backdated payments on additional hours, overtime and allowances. Backdated payments and the new salary rates will be applied in June 2022 pay for this group of employees.

3. Consultation

- 3.1 The trade unions have been engaged and consulted at Children's Services DJC on 9 March 2022 and are supportive of the Council's one year pay offer.

4. Alternative Options Considered

- 4.1 An alternative consideration could be to not apply the pay agreement for 2021/22, however, in considering the other nationally agreed pay increases applied for 2021/22 this would not be appropriate and therefore this is not a viable alternative.
- 4.2 The Council could apply an alternative percentage uplift to DACES employees, however, this would not be consistent to that applied to those on Derbyshire, and Soulbury pay scales.

5. Implications

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

6. Background Papers

- 6.1 None

7. Appendices

- 7.1 Appendix 1 – Implications
Appendix 2 – DACES Salary Scales 2021/22

8. Recommendation(s)

- 8.1 In line with the pay agreement for Local Government Services, it is proposed that the DACES staff on different pay terms are given a pay agreement of 1.75% from 1 September 2021 – 31 August 2022.

9. Reasons for Recommendation(s)

- 9.1 Application of the pay agreement is a contractual requirement and applying the pay agreement at a 1.75% uplift will be consistent with the national pay agreements applied for Derbyshire and Soughby pay scales.

Report Author:
Carol Cammiss
Emma Crapper

Contact details:
carol.cammiss@derbyshire.gov.uk
emma.crapper@derbyshire.gov.uk

Appendix 1

Implications

Financial

- 1.1 The additional costs as a result of the pay increase will be met from the grant provided by the Education and Skills Funding Agency to the Authority for the provision of Adult Education Services.

Legal

- 2.1 The Council has agreed through single status to apply pay awards in line with national pay agreements. However, there are no national pay agreements in relation to DACES staff and so pay awards are a matter to be determined locally by employing organisations.
- 2.2 The terms of reference for ACOS require the Committee to consider proposals for changes to standard terms and conditions of employment, including the local implementation of national pay awards to the Council's pay structure.

Human Resources

- 3.1 The Council has consulted with the recognised trade unions at Children's Services DJC on 9 March 2022 and are supportive of the Council's one year pay offer. If agreed, employees will receive their increase in pay and backdated pay to 1 September in their June 2022 pay.

Information Technology

- 4.1 None

Equalities Impact

- 5.1 The pay increase will be applied consistently to all pay point within the Derbyshire DACES Pay Scales in line with the local pay agreement.

Corporate objectives and priorities for change

- 6.1 This proposal aligns with the people priorities outlined within the Councils People Strategy and in particular to 'Promote diversity and inclusion, enable responsive workforce plans and develop credible reward strategies' by applying the pay agreement in a fair and consistent manner.

Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)

7.1 None

Appendix 2 DACES Salary scale 21-22

2021-22

Increase of 1.75%

Post	Salary Points	Full Actual Salary	Teaching Hourly Rate	Hourly Rate	
				< 5 Years	> 5 Years
TUTOR	3	£20,464	£25.58	£12.69	£12.98
(3-5)	4	£21,131	£26.41	£13.10	£13.41
Access Pending Qual	5	£22,460	£28.08	£13.92	£14.25