



FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MONDAY, 22 APRIL 2024

Report of the Executive Director - Children's Services

ACOS Report DACES Pay Award 2023-24

1. Purpose

1.1 For the Committee to consider and approve a one year pay agreement for Derbyshire Adult Community Education Service (DACES) employees for 2023-24, in line with the NJC agreement for other local government service workers of £1,925 pay uplift.

2. Information and Analysis

2.1 Derbyshire Adult Community Education Service (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.

77 permanent employees and 351 relief workers on Derbyshire Adult Community Education Service terms and conditions are included in the local pay offer. Apart from pay, officers affected are employed on Derbyshire County Council terms and conditions of service.

The proposed pay scales effective from 1 September 2023 are attached at Appendix 1 and the main points are:

- The local trade unions at Children's Services DJC have accepted the Council's one year pay offer of £1,925 uplift on all pay points with effect from 1 September 2023. The proposal was discussed at DJC on 13 March 2024 and agreement confirmed by Unison on 14 March, Unite on 21 March 2024 and confirmation from GMB was given at DJC on 10 April 2024.
- The one-year offer relates to the period 1 September 2023 to 31 August 2024. This is in line with the recently agreed NJC Local Government Services pay agreement.

The ACOS Committee are asked to consider and agree to the proposed pay agreement for DACES employee in line with the National Pay Agreement for Local Government Service Worker at a flat rate uplift of £1,925 (fte) on all DACES pay points effective from 1 September 2023 to 31 August 2024.

In line with national pay agreements, pay for DACES employees should be backdated to 1 September 2023 and will include backdated payments on additional hours, overtime and allowances. Should the ACOS Committee approve the locally negotiated pay agreement, backdated payments and the new salary rates will be applied in May 2024 pay for this group of employees.

The ACOS Committee may be interested to note that a review of terms and conditions for Adult Education Tutor is due to take place over the next few months with the aim to move employees onto Derbyshire terms and conditions and pay banding. This would remove the need for the local negotiation of pay each year.

3. Consultation

3.1 The trade unions have been engaged and consulted on the DACES pay offer remotely through Children's Services DJC on 13 March 2024 and they 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 2023/23, however, the requirement for employees to receive a pay agreement is detailed within employee's terms and conditions and therefore this is not a viable alternative.

4.2 Another alternative would be to pay at a different rate. This would mean a different pay offer for this co-hort of employees than those on standard Derbyshire County Council and potentially create inequality.

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

7.2 Appendix 2 – DACES Pay Spine Proposal 2023-2024

8. Recommendation(s)

That Committee:

a) approve a one year pay award of £1,925 pay uplift for Derbyshire Adult Community Education Service employees for 2023-24.

b) note that in line with national pay agreements, pay for DACES employees should be backdated to 1 September 2023 and will include backdated payments on additional hours, overtime and allowances

9. Reasons for Recommendation(s)

9.1 This recommendation will mean consistent treatment of employees in Adult Education in line with the recently agreed NJC Local Government Services pay agreement.

9.2 This recommendation is consistent with previous years pay award application.

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Appendix 1

Implications

Financial

1.1 The pay offer is estimated to cost around £65,076.76 including on costs for the full year. The costs 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 appropriate consultation has been made with the unions who do not oppose this proposal.

2.2 The level of the increase is has to be agreed locally, and they replicate the 'cost of living' increase agreed nationally by the relevant National Joint Committee is not applicable to DACES pay scales, then there are no further legal implications.

Human Resources

3.1 The Council has consulted with the recognised trade unions in relation to the DACES pay offer remotely through Children's Services DJC on 13 March 2024 and they 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 2023 in their May 2024 pay.

3.2 To not implement this pay award risks claims of unfavourable treatment for the Adult Education Tutors which are predominantly part time workers. It would also be out of sync with the rest of the organisation and previous year's pay application.

Information Technology

4.1 None by exception.

Equalities Impact

5.1 88% of the DACES workforce are female and 79.6% are on relief contracts therefore there is a risk of a claim of unfavourable treatment if the pay award is not consistent with the rest of the organisation.

Corporate objectives and priorities for change

6.1 Service changes are planned separately to bring Adult Education Tutors onto the standard Derbyshire terms and conditions of service for September 2024.

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

7.1 None by exception.