

## **APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

**10 November 2020**

### **Report of the Director of Organisation Development & Policy**

## **LOCAL GOVERNMENT SERVICES, CHIEF OFFICER AND SOULBURY 2020/21 PAY AGREEMENT**

### **1. Purpose of the Report**

To note the implementation of the national pay agreements for Local Government Services Grades 1/2 to 16 (effective 1 April 2020), the Joint Negotiating Committee (JNC) for chief officers Grades 17 and above (effective 1 April 2020) and Soulbury Committee (effective 1 September 2020).

#### **2.1 National Pay Agreement**

##### **a. Local Government Service and Chief Officer paycales**

The national pay agreement for Local Government Service employees is attached at Appendix 1, the main points of the pay agreement are:

- A one year pay deal effective from 1 April 2020
- 2.75% pay award uplift on all NJC and JNC pay points (grade 1/2 to 16)
- Increase in the minimum annual leave days for NJC workers from 21 to 22 (*this does not impact employees within the Council who are on Derbyshire Terms and Conditions and receive a minimum of 25 days annual leave*).

The national pay agreement for Chief Officers is attached at Appendix 2, the main points of the pay agreement are:

- A one year pay deal effective from 1 April 2020
- 2.75% pay award uplift on all pay points for chief officers (grade 17 and above)

##### **b. Derbyshire Pay and Grading Structure**

It was agreed as part of Single Status implementation in 2010 that the Derbyshire pay and grading structure would be adjusted by any 'cost of living' increase agreed nationally by the relevant National Joint Committee. The recognised Trade Unions have been consulted with to outline the revised Derbyshire Pay Scales for 2020/21 reflecting the 2.75% national pay agreement to all pay points for grade 1/2 to 20 (Appendix 4).

The increase in the basic rate of pay will be applied to all pay related allowances including standby, sleep-in, and tool allowances for Craft employees.

## PUBLIC

In line with National Pay agreements, pay is backdated to the 1 April 2020 for employees on Derbyshire Pay Scales. This includes backdated payments on additional hours, overtime and allowances as specified within Appendix 5. Top-up payments associated with the Councils Interim Average Pay Policy following the Covid-19 Pandemic will not be subject to pay uplift.

### **2.2 Soulbury Pay Scales**

The Soulbury pay agreement is reflective of that for Local Government Service employees. The agreement is a 1 year pay deal to uplift all Soulbury pay points by 2.75% effective from 1 September 2020. A copy of the national pay agreement is attached in Appendix 3. The Council has around 80 employees affected by the Soulbury pay agreement.

### **3. Legal Considerations**

None by exception.

### **4. Financial Considerations**

The figure included in the FYFP for 2020-21 for pay increases is £5.4m which is based on a 2% 'bottom loaded' assumption. The cost of the pay agreement, which is a 2.75% flat uplift, is estimated to be £6.4m. Therefore, £5.4m will be met from the budget set aside in the Revenue Budget 2020-21; the additional £1m of costs above the assumption will have to be found from within existing departmental budgets

### **5. HR Considerations**

The Council consulted with the recognised local trade unions prior to implementation of the 2020/21 pay agreements. Employees have been notified of the national pay agreement through Our Derbyshire and payments have successfully been backdated to 1 April 2020 for Employees on Derbyshire Pay scales along with their normal salary on 25 September 2020. Employees on Soulbury Pay Scales received their pay award within their normal salary also on 25 September 2020.

### **7. Recommendation**

That the Committee note the implementation of the National Pay Agreements for employee on Derbyshire and Soulbury pay scales as outlined within the report.

**Emma Crapper**  
**Director of Organisation Development and Policy**

# National Joint Council for local government services

**Employers' Secretary**  
Naomi Cooke

**Trade Union Secretaries**  
Rehana Azam, GMB  
Jim Kennedy, Unite  
Jon Richards, UNISON

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**To: Chief Executives in England, Wales and N Ireland  
(copies for HR and Finance Directors)  
Members of the National Joint Council**

24 August 2020

Dear Chief Executive,

## **LOCAL GOVERNMENT SERVICES' PAY AGREEMENT 2020-21**

### **Pay**

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2020**.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award will now be implemented.

The new pay rates are attached at **Annex 1**. The new rates for allowances, up-rated by 2.75 per cent, are set out at **Annex 2**.

The NJC has also agreed to enter into discussions on examining all options for ensuring the sector – and the NJC pay spine - can meet the challenge of the Government's target for the National Living Wage in the coming years.

### **Annual Leave**

The NJC has also agreed that from **1 April 2020**, minimum annual leave will increase from 21 to 22 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 will therefore, with effect from **1 April 2020**, be amended to read as follows:

#### **7.2 Annual Leave**

*The minimum paid annual leave entitlement is twenty-two days with a further three days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.*

**Stress and Mental Health**

The NJC has further agreed that the Joint Secretaries will begin discussions on “a *comprehensive joint national review of the workplace causes of stress and mental health*”

Yours sincerely,

*Naomi  
Cooke*

**Naomi Cooke**



**Rehana Azam**



**Jim Kennedy**



**Jon Richards**

SCP	01-Apr-19		01-Apr-20	
	per annum	per hour	per annum	per hour
1	£17,364	£9.00	£17,842	£9.25
2	£17,711	£9.18	£18,198	£9.43
3	£18,065	£9.36	£18,562	£9.62
4	£18,426	£9.55	£18,933	£9.81
5	£18,795	£9.74	£19,312	£10.01
6	£19,171	£9.94	£19,698	£10.21
7	£19,554	£10.14	£20,092	£10.41
8	£19,945	£10.34	£20,493	£10.62
9	£20,344	£10.54	£20,903	£10.83
10	£20,751	£10.76	£21,322	£11.05
11	£21,166	£10.97	£21,748	£11.27
12	£21,589	£11.19	£22,183	£11.50
13	£22,021	£11.41	£22,627	£11.73
14	£22,462	£11.64	£23,080	£11.96
15	£22,911	£11.88	£23,541	£12.20
16	£23,369	£12.11	£24,012	£12.45
17	£23,836	£12.35	£24,491	£12.69
18	£24,313	£12.60	£24,982	£12.95
19	£24,799	£12.85	£25,481	£13.21
20	£25,295	£13.11	£25,991	£13.47
21	£25,801	£13.37	£26,511	£13.74
22	£26,317	£13.64	£27,041	£14.02
23	£26,999	£13.99	£27,741	£14.38
24	£27,905	£14.46	£28,672	£14.86
25	£28,785	£14.92	£29,577	£15.33
26	£29,636	£15.36	£30,451	£15.78
27	£30,507	£15.81	£31,346	£16.25
28	£31,371	£16.26	£32,234	£16.71
29	£32,029	£16.60	£32,910	£17.06
30	£32,878	£17.04	£33,782	£17.51
31	£33,799	£17.52	£34,728	£18.00
32	£34,788	£18.03	£35,745	£18.53
33	£35,934	£18.63	£36,922	£19.14
34	£36,876	£19.11	£37,890	£19.64
35	£37,849	£19.62	£38,890	£20.16
36	£38,813	£20.12	£39,880	£20.67
37	£39,782	£20.62	£40,876	£21.19
38	£40,760	£21.13	£41,881	£21.71
39	£41,675	£21.60	£42,821	£22.20
40	£42,683	£22.12	£43,857	£22.73
41	£43,662	£22.63	£44,863	£23.25
42	£44,632	£23.13	£45,859	£23.77
43	£45,591	£23.63	£46,845	£24.28

\*hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week)

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

**1 April 2020**  
£37.07

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2020  
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

**Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance**

**1 April 2020**  
£1,324

**Paragraph 28(14) Laboratory / Workshop Technicians**

City and Guilds Science Laboratory Technician's Certificate Allowance:

**1 April 2020**  
£215

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

**1 April 2020**  
£156

**Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum**

Inner Fringe Area:

**1 April 2020**  
£898

Outer Fringe Area:

**1 April 2020**  
£626

**Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session**

**1 April 2020**  
£29.83

## **FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)**

### **Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum**

Inner Fringe Area:

**1 April 2020**

£898

Outer Fringe Area:

**1 April 2020**

£626

# Joint Negotiating Committee for Chief Officers of Local Authorities

**To: Chief Executives in England and Wales (N Ireland for information)  
(copies for the Finance Director and HR Director)  
Regional Directors  
Members of the Joint Negotiating Committee**

24 August 2020

Dear Chief Executive,

## **CHIEF OFFICERS' PAY AGREEMENT 2020-21**

Agreement has now been reached on the pay award applicable from **1 April 2020**.

The individual basic salaries<sup>1</sup> of all officers within scope of the JNC for Chief Officers of Local Authorities should be increased by 2.75 per cent with effect from 1 April 2020 (NB: the percentage increases apply to individual salaries as well as pay points, if applicable).

The JNC has also agreed to conduct a joint survey of all local authorities in order to establish the extent of the gender pay gap among Chief Officers, after which they will agree a joint approach on how to remove any such gender pay gap.

The JNC has further agreed to enter into discussions to agree a new package to improve Chief Officers' work-life balance.

This pay agreement covers the period 1 April 2020 to 31 March 2021.

Yours faithfully,

*Naomi Cooke*

*Karen Leonard*

### **Joint Secretaries**

cc Mike Short, UNISON

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<sup>1</sup> Basic salary should exclude other separately identified payments such as Returning Officer fees etc.

<b>Employers' Secretary:</b> Naomi Cooke Local Government Association 18 Smith Square London SW1P 3HZ <a href="mailto:info@local.gov.uk">info@local.gov.uk</a>	<b>Officers' Secretary:</b> Karen Leonard GMB Mary Turner House 22 Stephenson Way London NW1 2HD <a href="mailto:info@gmb.org.uk">info@gmb.org.uk</a>
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**The Soulbury Committee**  
**Inspectors Organisers and Advisory Officers of Local Authorities**

24 August 2020

To: Chief Executives of County Councils and Metropolitan Districts and Unitary Authorities in England;  
Chief Executives of London Boroughs;  
Chief Executives of County Councils and County Borough Councils in Wales;  
Directors of Children's Services/Directors of Education of County Councils Metropolitan Districts and Unitary Authorities in England;  
Directors of Children's Services/Directors of Education of London Boroughs;  
Directors of Children's Services/Directors of Education of County Councils and County Borough Councils in Wales;  
Members of the Soulbury Committee  
Subscribers

Dear Sir/Madam

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**JOINT EDUCATION SERVICES CIRCULAR NO 218**

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**SOULBURY PAY AGREEMENT: 2020**

Following negotiations, we can confirm that the Soulbury Committee has reached an agreement on a pay award for 2020 which is as follows:

- an increase of 2.75% on all pay points on the Educational Improvement Professionals' pay spine, Young People's/Community Service Managers' pay spine and Educational Psychologists' pay spines on 1 September 2020;
- an increase of 2.75% on all London and Fringe area allowances on 1 September 2020.

The Soulbury Committee has also agreed to discussions on a without prejudice basis to review the current Soulbury pay structure.

A revised salary scale is attached for your information (Appendix I).

Yours sincerely



David Algie  
Employers Side Secretariat



David Powell  
Officers' Side Secretary

## Appendix I

### Educational Improvement Professionals

SCP	Current	01.09.20
1	35444	36419
2	36713	37723
3	37912	38955
4	39127	40203
5	40334	41443
6	41542	42684
7	42811	43988
8	44032*	45243*
9	45455	46705
10	46724	48009
11	47976	49295
12	49188	50541
13	50561**	51951**
14	51785	53209
15	53137	54598
16	54359	55854
17	55585	57114
18	56788	58350
19	58029	59625
20	58670***	60283***
21	59902	61549
22	60976	62653
23	62158	63867
24	63218	64956
25	64351	66121
26	65457	67257
27	66588	68419
28	67734	69597
29	68883	70777
30	70030	71956
31	71167	73124
32	72322	74311
33	73477	75498
34	74661	76714
35	75841	77927
36	77055	79174
37	78250	80402
38	79457	81642
39	80648	82866
40	81838	84089
41	83035	85318

42	84230	86546
43	85424	87773
44	86624	89006
45	87821	90236
46	89020	91468
47	90224	92705
48	91416****	93930***
49	92613****	95160***
50	93812****	96392***

### Notes to Educational Improvement Professionals above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

*\*normal minimum point for EIP undertaking the full range of duties at this level.*

*\*\*normal minimum point for senior EIP undertaking the full range of duties at this level.*

*\*\*\*normal minimum point for leading EIP undertaking the full range of duties at this level.*

*\*\*\*\*extension to range to accommodate structured professional assessments.*

### Young People's / Community Service Manager

SCP	Current	01.09.20
1	36761	37772
2	37964	39008
3	39166	40243
4	40394*	41505*
5	41641	42786
6	42857	44036
7	44101**	45314**
8	45515	46767
9	46295	47568
10	47500	48806
11	48697	50036
12	49897	51269
13	51088	52493
14	52291	53729
15	53495	54966
16	54703	56207
17	55917	57455
18	57124	58695
19	58323	59927
20	59548***	61186***
21	60797***	62469***
22	62075***	63782***

23	63377***	65120***
24	64707***	66486***

### **Notes to Young People's / Community Service Manager above**

The minimum Youth and Community Service Officers' scale is 4 points.

Other salary scales to consist of not more than four consecutive points based on duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*\*normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report).*

*\*\*normal minimum point for principal youth and community service officer undertaking the full range of duties at this level (see paragraph 5.8 of the Soulbury Report).*

*\*\*\*extension to range to accommodate discretionary scale points and structured professional assessments.*

### **Trainee Educational Psychologists**

<b>SCP</b>	<b>Current</b>	<b>01.09.20</b>
1	23884	24541
2	25632	26337
3	27378	28131
4	29128	29929
5	30875	31724
6	32623	33520

### **Assistant Educational Psychologists**

<b>SCP</b>	<b>Current</b>	<b>01.09.20</b>
1	29359	30166
2	30559	31399
3	31757	32630
4	32950	33856

### **Educational Psychologists - Scale A**

<b>SCP</b>	<b>Current</b>	<b>01.09.20</b>
1	37175	38197
2	39062	40136
3	40949	42075
4	42834	44012
5	44721	45951
6	46607	47889
7	48383	49714
8	50159	51538
9	51822*	53247*

10	53488*	54959*
11	55040*	56554*

### **Notes to Educational Psychologists - Scale A above**

Salary scales to consist of six consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*\*Extension to scale to accommodate structured professional assessment points.*

### **Senior and Principal Educational Psychologists**

<b>SCP</b>	<b>Current</b>	<b>01.09.20</b>
1	46607	47889
2	48383	49714
3	50,159*	51538*
4	51822	53247
5	53488	54959
6	55040	56554
7	55678	57209
8	56869	58433
9	58050	59646
10	59251	60880
11	60428	62090
12	61628	63323
13	62849	64577
14	64029**	65790**
15	65266**	67061**
16	66490**	68318**
17	67723**	69585**
18	68954**	70850**

### **Notes to Senior and Principal Educational Psychologists above**

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*\*Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level.*

*\*\*Extension to range to accommodate discretionary scale points and structured professional assessments*

## **LONDON AREA PAYMENTS**

With effect from 1 September 2020 staff in the London area shall receive the following:

- (a) at the rate of £3182 (2019) and £3270 (2020) per annum to officers serving in the **Inner** area.
- (b) at the £2099 (2019) and £2157 (2020) per annum to officers serving in the **Outer** area.
- (c) at the rate of £811 (2019) and £833 (2020) per annum to officers serving in the **Fringe** area.
- (d) officers normally serving in the London area but temporarily employed elsewhere shall continue to receive London area payments at the rate appropriate to their normal area of employment.
- (e) in the case of an officer required to serve in different parts of the London areas or partly outside that area the officer shall be deemed to be serving in the area in which he is required to spend more than one half of his time.
- (f) for the purpose of this paragraph –

**The “Inner Area”** means the area of the London Boroughs of:

Camden, City of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, Westminster (the former Inner London Education Authority), and the London Boroughs of Barking and Dagenham, Brent, Ealing, Haringey, Merton and Newham.

**The “Outer Area”** means Greater London excluding the Inner area.

**The “Fringe Area”** means:

Berkshire: the districts of Bracknell Slough Windsor and Maidenhead.

Buckinghamshire: the districts of Beaconsfield and Chiltern.

Essex: the districts of Basildon Brentwood Epping Forest Harlow and Thurrock.

Hertfordshire: the districts of Broxbourne Dacorum East Hertfordshire Hertsmere St. Albans Three Rivers Watford and Welwyn Hatfield.

Kent: the districts of Dartford and Sevenoaks.

Surrey: the whole County.

West Sussex: the district of Crawley.

**The “London Area”** comprises the Inner area the Outer area and the Fringe area

## Appendix 4 - Derbyshire Pay Scales 2019/20 to 2020/21

Grade	Pay Point	2019-20	2020-21
		Salary	Salary
1/2	1	£17,363	£17,840
3	2	£17,710	£18,197
4	3	£18,064	£18,561
5	4	£18,426	£18,933
	5	£18,794	£19,311
6	6	£19,169	£19,697
	7	£19,606	£20,145
7	8	£20,190	£20,745
	9	£20,801	£21,373
	10	£21,410	£21,999
8	11	£22,019	£22,625
	12	£22,628	£23,250
	13	£23,237	£23,876
9	14	£23,847	£24,503
	15	£24,455	£25,128
	16	£25,064	£25,753
10	17	£25,673	£26,379
	18	£26,282	£27,005
	19	£26,890	£27,629
11	20	£27,914	£28,682
	21	£28,935	£29,731
	22	£29,957	£30,781
	23	£30,980	£31,832
12	24	£32,032	£32,913
	25	£33,084	£33,994
	26	£34,135	£35,074
	27	£35,187	£36,155
13	28	£36,266	£37,263
	29	£37,344	£38,371
	30	£38,424	£39,481
	31	£39,503	£40,589
14	32	£40,664	£41,782
	33	£41,825	£42,975
	34	£42,986	£44,168
	35	£44,148	£45,362

Grade	Pay Point	2019-20	2020-21
		Salary	Salary
14	36	£45,918	£47,181
	37	£47,688	£48,999
	38	£49,459	£50,819
	39	£51,231	£52,640
15	40	£52,999	£54,456
	41	£54,770	£56,276
	42	£56,541	£58,096
	43	£58,310	£59,914
16	44	£60,137	£61,791
	45	£61,964	£63,668
	46	£63,789	£65,543
	47	£65,615	£67,419
17	48	£78,487	£80,645
	49	£80,449	£82,661
	50	£82,412	£84,678
	51	£84,374	£86,694
18	52	£86,337	£88,711
	53	£89,929	£92,402
	54	£92,178	£94,713
	55	£94,428	£97,025
19	56	£96,675	£99,334
	57	£98,924	£101,644
	58	£94,942	£97,553
	59	£97,315	£99,991
20	60	£99,689	£102,430
	61	£102,063	£104,870
	62	£104,437	£107,309
	63	£114,714	£117,869
20	64	£117,582	£120,816
	65	£120,449	£123,761
	66	£123,318	£126,709
	67	£126,185	£129,655

## Appendix 5 - Allowances 2019/20 to 2020/21

Allowance	2019-20		2020-21
	Monthly		Monthly
Standby (each)	£26.30		£27.02
Sleep in (each)	£26.30		£27.02
Return to work (each)	£26.30		£27.02
First Aid (each month)	£13.70		£14.08

Tool Allowances	2019-20		2020-21	
	Monthly	Weekly	Monthly	Weekly
Engineers and Electricians	£32.72	£7.53	£33.62	£7.74
Carpenters	£30.28	£6.97	£31.11	£7.16
Bank Masons	£23.77	£5.47	£24.42	£5.62
Mason Fixers	£15.38	£3.54	£15.80	£3.64
Plasterers	£15.38	£3.54	£15.80	£3.64
Bricklayers	£15.38	£3.54	£15.80	£3.64
Painters (overall allowance)	£15.38	£3.54	£15.80	£3.64
Wall and Floor Tilers	£15.38	£3.54	£15.80	£3.64
Street Masons and Paviours	£15.38	£3.54	£15.80	£3.64
Plumbers	£34.85	£8.02	£35.81	£8.24
Carpenters and Joiner Apprentices	£30.28	£6.97	£31.11	£7.16
Mason (banker of fixer) Apprentices	£15.38	£3.54	£15.80	£3.64
Painter Apprentices (overall allowances)	£15.38	£3.54	£15.80	£3.64
Plasterer Apprentices	£15.38	£3.54	£15.80	£3.64
Bricklayer Apprentices	£15.38	£3.54	£15.80	£3.64
Plumber Apprentices	£34.85	£8.02	£35.81	£8.24