

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

10 November 2020

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

**APPLICATION FOR THE DERBYSHIRE ADULT COMMUNITY EDUCATION
SERVICE (DACES) PAY OFFER 2020-21 TO BE AGREED AT 2.75%**

1. Purpose of the Report

To seek approval for a one year pay agreement at 2.75% for Derbyshire Adult Community Education Service employees for 2020-21.

2. Background Information

Derbyshire Adult Community Education Service employees are the only group of employees not covered by national pay bargaining arrangements.

The local trade unions have accepted the Council's one year pay offer of 2.75% per year with effect from 1 September 2020. The one year offer relates to the period 1 September 2020 to 31 August 2021. This is similar to the recently agreed Local Government Services and Chief Officer pay agreements which were also for 2.75% (from 1 April 2020 to 31 March 2021). The revised pay scales are attached at Appendix 1.

Around 320 employees 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 Package terms and conditions.

3. Summary of proposals

In line with the pay agreement for single status staff, it is proposed that the DACES staff on different pay terms are given a pay agreement of 2.75% from 1 September 2020 – 31 August 2021 for payment in November 2020 pay.

4. Financial Considerations

The pay offer is estimated to cost around £34,254 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.

CONTROLLED

5. Legal Considerations

None by exception.

6. Recommendation

That the Committee approve a one year pay agreement at 2.75% for Derbyshire Adult Community Education Service employees for 2020-21.

Jane Parfremment
Executive Director for Children's Services

Emma Crapper
Director of Organisation Development and Policy

Appendix 1 - Derbyshire Adult Education Service 2020-21

Post	Salary Points	Full Actual Salary	Monthly Pay	Teaching Hourly Rate	Hourly Rate	
					< 5 Years	> 5 Years
Adult Community Education Tutor	3	£20,112	£1,676.00	£25.14	£12.47	£12.76
Adult Community Education Tutor	4	£20,768	£1,730.67	£25.96	£12.88	£13.18
Adult Community Education Tutor (on receipt of Certificate in Education and Training (CET) Level 4 or equivalent)	5	£22,074	£1,839.50	£27.59	£13.69	£14.01