

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 21 OCTOBER 2013

HUMAN RESOURCES COMMITTEE – 15 JANUARY 2014

REPORT BY SECRETARY TO STAFF SIDE

REVISION OF COUNCIL'S PAY GRADES FOR GRADES 1 TO 5

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

To approve the amendment of the Council's policy to adjust grades for staff on grades 1 to 5 to enable progression on to the next higher grade.

RECOMMENDATIONS FOR LOCAL JOINT PANEL:

That:

(A)	the grades for all staff from grade 1 to grade 5 be revised.
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RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	The revised adjustment to pay grades 1 to 5 be approved
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1.0 Background

1.1 The pay grading structure that East Herts District Council devised a number of years ago does not sufficiently make allowance for the distorting effects of national pay awards which tend to be percentage based. As a result, those on a higher salary will always tend to benefit by increases to their total salary when compared to those on a lower salary. The gap between the richest employees and the poorest employees therefore grows wider every year. UNISON suggests that the grades for staff on grades 1 to 5 be enabled to progress on their pay grade to the top of the next highest pay grade.

2.0 Report

2.1 **Key changes**

2.2 All staff currently on grades 1 to 5 and at the top of this grade are allowed to progress on to the next grade scale. E.g. grade 1 staff can migrate to grade 2 once they reach the top of grade 1. All other grades up to grade 5 would do likewise the grade 5 staff migrating to grade 6 once they reach top of grade 5.

2.3 The adjustment would result in a permanent change to the grading structure for the council but would not affect the NJC spinal column points system which would continue in its present format.

2.4 The calculations and supporting statement for this report can be found in **Essential Reference Paper 'B'**.

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

None

Contact Officer: Steve Ellis – UNISON Branch Secretary
01992 531661
Steve.ellis@eastherts.gov.uk

Report Author: Steve Ellis – UNISON Branch Secretary
01992 531661
Steve.ellis@eastherts.gov.uk