

WIRRAL COUNCIL

CABINET

17 MARCH 2011

SUBJECT:	JOB EVALUATION AND HARMONISATION FOR SCHOOLS SUPPORT STAFF
WARD/S AFFECTED:	ALL
REPORT OF:	INTERIM DIRECTOR OF CHILDRENS AND YOUNG PEOPLES DEPARTMENT
RESPONSIBLE PORTFOLIO HOLDER:	CLLR SHEILA CLARKE OBE
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to update Cabinet on the proposals for the implementation of Job Evaluation and Harmonisation in all Wirral schools. Approval is sought to release money from the General Fund Local Pay Reserve to the Schools Budget in the form of a loan to help meet the costs associated with implementation.

2.0 RECOMMENDATION/S

- 2.1 To note the contribution towards the costs of implementing Job Evaluation and Harmonisation within all schools of £1 million from the Local Pay Reserve as agreed by Cabinet on 21 February 2011 in setting the Council Budget for 2011/12.
- 2.2 To approve a loan to the Schools Budget via the Schools Forum of £2 million from the Local Pay Reserve with this to be repaid before 31 March 2015.

3.0 REASON/S FOR RECOMMENDATION/S

- 3.1 The implementation of Job Evaluation and Harmonisation in schools would mitigate the potential threat of equal pay claims being brought against the Council by both school based and non-schools employees.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 There have been 4 stages of implementing Job evaluation and harmonisation across the Authority.

Stage 1 – Employees up to SCP 34
This stage was implemented in August 2008

Stage 2 – Schools based employees (Excluding teachers)
The progress is outlined in this report

Stage 3 – Above SCP34 up to Head of Service
Work is underway with the Hay Group, the Councils implementation partner and provider of the Hay Job Evaluation scheme

Stage 4 - Heads of Service and above
Timescales have yet to be agreed.

- 4.2 Harmonisation for all non-schools employees was implemented alongside Stage 1 of Job Evaluation in August 2008.
- 4.3 Between September 2009 and April 2010 a local framework for the implementation of Job Evaluation (effective from April 2007) and Harmonisation (effective from August 2008) was proposed. The proposal was a result of consultation with both Schools and the Trade Unions.

The proposals covered 2 groups of employees:

1. Teaching Assistants and
2. Other support staff eg, cleaners and mid-day assistants .

It was widely anticipated that as part of the national School Support Staff Negotiating Body (SSSNB) review, Teaching Assistants would be aligned with Teachers pay and grading structures. Therefore whilst the proposal did include the implementation of Harmonisation for all school support staff it did not include Job Evaluation assimilation for Teaching Assistants.

- 4.4 A detailed costing analysis of the proposals was completed by June 2010 and presented to the Schools Forum in September 2010 in order to gain approval to release reserves put aside by schools for the implementation.

Interim proposal	Schools Forum Funding	Other funding	Total
Back pay	£2.5m	£0.1m	£2.6m
Ongoing costs	£1.1m	N/A	£1.1m

- 4.5 The Schools Forum have agreed to release the reserves of £2.5 million for the implementation and payment of back pay. There is £1.1 million in the budgets delegated to schools for ongoing costs from April 2011.

In October 2010, briefings were held with Headteachers outlining the detailed costs, implications and plans to implement the proposal by December 2010. The trade unions accepted the proposals subject to a ballot of school support staff.

- 4.6 In November 2010 the national SSSNB was set aside and the requirement to implement a full and final agreement rather than an interim arrangement

became paramount. It therefore became necessary to implement Job Evaluation for all school based employees including Teaching Assistants.

During December 2010 further cost analysis was completed and options for implementation considered on the basis of cost, balanced against the financial risk in terms of potential equal pay liability.

With the inclusion of Job Evaluation for Teaching Assistants, implementation costs significantly increased. Although the proposal includes arrangements to move Teaching Assistants from year round contracts to 39 week term time only contracts, the additional cost of back pay is £2.9 million and the additional on-going cost is £0.7 million per year. Costs of the proposed option for the implementation of a full and final agreement are as follows:

Final proposal	Schools Forum Funding	Other funding	Total
Back pay	£2.5m	£3m from Local Pay Reserve £2m to be repaid by 31 March 2015	£5.5m
Ongoing costs	£1.8m	N/A	£1.8m

The overall ongoing cost is £1.8 million of which £1.1 million has been included within schools delegated budgets. The remaining costs will need to be met by schools.

5.0 RELEVANT RISKS

- 5.1 Whilst the costs of this implementation are significant, the purpose of the proposal is to mitigate the risk of equal pay claims and implement a fair and transparent pay and grading structure in line with that already introduced across the rest of the Authority in August 2008.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 None.

7.0 CONSULTATION

- 7.1 Consultation with Schools and Trade Unions has been on-going during the development of the proposals. Members of the Schools Forum broadly support the proposal of a loan to meet the costs of back pay.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 8.1 None.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 9.1 The cost of implementing Job Evaluation and Harmonisation in all Wirral schools are set out in section 4. The final proposal involves back pay costs of £5.5 million which will be met by the Schools Budget (£4.5 million) and the Local Pay Reserve (£1 million). To reduce the immediate pressure upon the Schools Budget the Local Pay Reserve will provide a loan of £2 million which is repayable by 31 March 2015. The overall ongoing cost is £1.8 million per year of which £1.1 million has been included within Schools delegated budgets and the remaining costs will need to be met by schools.

10.0 LEGAL IMPLICATIONS

- 10.1 None

11.0 EQUALITIES IMPLICATIONS

- 11.1 None.

- 11.2 Equality Impact Assessment (EIA)

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|---------------------------------------|----|
| (a) Is an EIA required? | No |
| (b) If 'yes', has one been completed? | No |

12.0 CARBON REDUCTION IMPLICATIONS

- 12.1 None.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

- 13.1 None.

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APPENDICES

None

REFERENCE MATERIAL

None

SUBJECT HISTORY (last 3 years)

Council Meeting	Date