

REPORT	Implementation of the Pay Award 2018-20
MEETING	Schools Forum
DATE	16 th Jan 2019
REPORT OF	Senior HR Manager

1. Purpose of Briefing

This briefing note outlines the position regarding national pay negotiations and local pay issues. Key points for consideration:

1. Implementation of the 2018 NJC pay award
2. Impact on the local pay and grading structure

2. National NJC Pay Award for 2018-2020

The 2018 NJC pay award is a two year deal. Year 1, implemented in May 18, is 'bottom loaded' with cash increases for spinal points (SCP) 6 to SCP19 ranging between 3.7% and 9% and 2% for SCP20 and above.

In 2019 a new national pay spine will be introduced, the key changes are:

- Entry level at £9 per hour (based on a 37 hour week) to meet the Foundation Living Wage, which was reviewed in November 18
- Pairing of old SCP's 6 to 17 to create new SCP's 1-6
- Add in and additional 5 SCPs between SCP 7-21
- Equal incremental steps of 2% between SCP1 to 22

The effect of this approach results in an increase ranging from

- **2.4% - 6%** for SCPs 1 to 22 (Bands A – E)
- **2%** for SCP23 above (band F and above)

3. Impact of spinal point assimilation from 1 April 2019

The pay award includes details of how current spinal points should be assimilated onto the new pay spine in April 2019. This will have a significant impact on most Council's grading structures and North West Employers have provided guidance on the principles of the award and the suggested approach to Trade Union engagement in addressing the issues.

The impact of the assimilation on Wirral's grading structure causes inequality in the pay grades:

- Bands A & B merge into one SCP
- Band C maximum SCP is shared with the bottom SCP of Band D
- Band E increases from four spinal points to five
- Band F increases from four spinal points to six
- Band G increases from five spinal points to seven

In order to address these inequalities it will be necessary to re-align the grades across Bands A to G. Budget Implications for Maintained Schools

Since the 2019 award is not a straight 2% increase, the cost is **£1.8M** for schools.

4. Engagement with Schools

A meeting took place with headteacher representatives from the schools forum on 4th October 2018, to consider the implications of the revised pay and grading structure for School Support Staff.

The Headteacher Representatives supported the proposed approach by the Council to implanting the revised structure.

5. Engagement with Trade Unions

The revised pay and grading structure has been discussed with the Trade Unions, who have agreed the approach being taken by Wirral Council.

6. Recommendation

The Schools Forum endorses the approach to the implementation of the revised pay and grading structure for maintained schools in Wirral from 1 April 2019.

Appendix 1 reflects the recommended grades which will be effective from 1 April 2019.

Appendix 2 outlines the impact of the revised pay and grading structure on roles/pay bands for schools