

Personnel Committee

Pay Policy for Posts within Shared Teams

19 January 2012

Report of the Head of Transformation

PURPOSE OF REPORT

The purpose of this report is to request approval from this Committee of the Pay Policy for posts within shared teams. The policy is intended to cover all staff employed in shared posts across both South Northamptonshire Council and Cherwell District Council.

This report is public

Recommendations

The Committee is recommended to:

- (1) Approve the attached Pay Policy for Posts within Shared Teams in **APPENDIX A**

Executive Summary

1 Introduction

- 1.1 New grades for the joint management team posts have been established through external job evaluation and pay benchmarking by Hay and Directors and Head of Service will sit outside of the local agreements for pay in each organisation with pay awards at the discretion of the Joint Personnel Committee.
- 1.2 Sharing posts below this level is more complex given the very different pay scales and approach to job evaluation. This issue was raised as part of the consultation process and the Trade Union have committed to assisting the organisations in reaching an agreed job evaluation process that meets the needs of all parties and does not expose the Council(s) to the risk of litigation.
- 1.3 Both current job evaluation systems (Hay and GLPC) take account of the increased complexity, relationships and decision making required by people who work in teams serving both organisations. What is not specifically accounted for is the requirement to lead or manage a service across two organisations. This is likely to apply in very few circumstances and only at the level immediately below service head.

2 Proposals

2.2 The proposed pay policy (**APPENDIX A**) therefore presents the most pragmatic and robust solution to grading short of implementing a shared grading system which would be prohibitive in terms of cost and time. Although slightly complex this solution avoids costly (time and money) changes and represents a position which is robust and defensible in the event of any claims of inequality.

2.2 The new policy sets out the new pay policy and terms and conditions for Directors and Service Heads, Middle Managers, for shared posts within teams and all other posts.

3 Conclusion

3.1 The pay policy is required to ensure there is an agreed method of dealing with pay arrangements and job evaluation for all staff at both Councils.

Key Issues for Consideration/Reasons for Decision and Options

4.1.1 The Council has an obligation to ensure its policies and procedures remain up to date in relation to the law and best practise

The following option have been identified. The approach in the proposal is believed to be the best way forward:

Option One Approve the revised pay policy.

Consultations

Trade Union The Trade Union provided feedback which has been incorporated into the revised policy.

Staff Consultation Group The Staff Consultation Group provided feedback which has been incorporated into the revised policy.

Implications

Financial: There are no financial implications arising directly from this report.

Comments checked by Karen Muir, Corporate System accountant 01295 221559

Wards Affected

ALL

Document Information

Appendix No	Title
Appendix A	Pay Policy
Background Papers	
N/A	
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