

## APPENDIX A

### Pay Policy for Posts within Shared Teams

Shared working is required at every level of the organisation to varying degrees. Pay for members of the Joint Management Team has been set by the Joint Personnel Committee and incorporated in JNC contract of employment and therefore this policy deals with posts below the Joint Management Team.

Pay is set within South Northamptonshire Council through the use of the Hay job evaluation scheme. At Cherwell District Council jobs are evaluated using the Greater London Provincial Councils Scheme (GLPC). Both current job evaluation systems take account of the increased complexity, relationships and decision making required by people who work in teams serving both organisations and therefore grading via those systems will result in appropriate pay levels for the majority of staff. 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.

The following policy will therefore apply at the respective levels of staff working in shared teams. All other terms and conditions remain unchanged.

Staff Group	Pay policy and related terms and conditions
<p>Directors and Service Heads <i>(included here for completeness only)</i></p>	<p>Grades externally assessed by Hay.</p> <p>Pay awards at the sole discretion of the Joint Personnel Committee. Pay progression is delegated to the Chief Executive in consultation with the two leaders.</p> <p>Joint working base so mileage only payable if travel is required during the working day.</p> <p>Employer remains as previous, new appointments to SNC during 2011/12 this will be reviewed regularly (at least annually) to ensure cost effectiveness and balance of employment is maintained</p> <p>JNC terms and conditions, changes via JPC.</p>
<p>Middle Management (generally only direct reports to Service Heads)</p>	<p>Grades externally assessed by Hay (this is consistent with the approach used for the JMT and 3 other managers included in the business case).</p> <p>Any previous allowance for joint working will cease with effect from the implementation of either a new structure or an evaluation as described above.</p> <p>Joint working base so mileage only payable if travel is required during the working day. Amount of time on each site may be different in each case according to split of responsibility.</p> <p>Employer remains as previous, future appointments to be managed to retain balance of employment across the organisations and to take account of the respective employer's superannuation costs and any other relevant</p>

	<p>factors. This will be SNC for the 2011/12.</p> <p>Pay progression and pay awards in line with employer local policy/national agreement.</p> <p>All other terms NJC standard (as amended locally), changes via local collective bargaining process.</p>
<p>Shared posts within teams</p> <p><i>(applies to posts which are new or where review is required due to substantial changes in relation to shared working)</i></p>	<p>Grades assessed on both JE systems (Hay and GLPC) according to respective policies. Lowest common point used as the starting point for pay. Where there is no crossover in pay scales the closest salaries for either Council will be used, although this approach must be approved by the Head of Transformation.</p> <p>Single working base so mileage paid according to employer policy.</p> <p>Employer remains as previous, future appointments to be managed to retain balance of employment across the organisations and to take account of the respective employer's superannuation costs.</p> <p>Standard NJC terms and conditions (as amended locally), changes via local collective bargaining process.</p>
All other posts	Remain on current arrangements.