
Report to COUNCIL

Review of JNC Pink Book Youth Workers Grading Structure

Portfolio Holder:

Councillor Jabbar MBE, Deputy Leader and Cabinet Member for Finance & Corporate Services

Officer Contact: Rebekah Sutcliffe, Strategic Director of Communities and Reform

Report Author: Corrina Sutton, Strategic Lead for Reward & Recognition
Ext. 3703

6th November 2019

Reason for Decision

The 2019 JNC Pink Book Youth Workers pay award, as part of their national collective agreement, has removed the lowest Spinal Column Point, Point 2. As the Council is a member of the Local Government Association (LGA), who have negotiated this agreement with the relevant trades unions on our behalf, it is now obliged to meet our employees' contractual requirements to review our grading structure to comply with these national provisions.

Executive Summary

Following the collective agreement between LGA and associated trades unions; Unison, Unite the Union, University and College Union and National Education Union, individual councils have had to accommodate the removal of Point 2. The Council is required to review Youth Worker grades, as the entry level grade is First Level 1 – 2, which has now been deleted. The affected workers will be moved into First Level 3 – 6, and the Youth Service would like to re-establish First Level 7 – 10 to create a more progressive career structure for sessional and locally qualified Youth Workers. These changes would affect only one current employee, with the exercise at little cost as Oldham Council had enhanced the previous lowest salary within Youth Work to ensure staff were paid the Foundation Living Wage.

Recommendations

It is recommended that Council adopt the revised JNC Pink Book Youth Workers grading structure, as stated in Section 3, with an effective implementation date of 1st September 2019.

Review of JNC Pink Book Youth Workers Grading Structure

1 Background

- 1.1 The cost of living pay award for JNC Pink Book Youth Workers is nationally determined between the Local Government Association, acting on behalf of local authorities and the associated trades unions.
- 1.2 Each year negotiations take place to agree a cost of living increase to the Pink Book pay spine, considering issues such as economic data, levels of government spending and feedback from local authorities and trades union members. This typically results in a percentage increase applied to the whole of the pay structure, and can sometimes be supplemented by increases at the bottom end of the spine with specific cash increases. This is known as 'bottom loading'.
- 1.3 In September 2016, Point 1 was deleted from the bottom of the pay spine, as this did not meet the requirement to pay the National Minimum Wage (NMW), nor was there enough financial distance between Point 1 and Point 2. Now for September 2019, Point 2 is to be removed for similar reasons.
- 1.4 Oldham Council has previously adjusted the annual amount paid at the start of the Pink Book pay spine to meet its ambition of paying the Foundation Living Wage. Occasionally, this has extended to the second to lowest point, in order to maintain a differential between these spinal column points (SCP's). The Council implements the revised Foundation Living Wage rates each April, and then the Pink Book cost of living pay award is applied in September, so the differentials between these points have then tended to widen again.

2 Current Position

- 2.1 The starting grade for unqualified youth workers has now disappeared due to the first two spinal column points being removed as part of national negotiations. These workers have had their pay award uplift in salary that was due to them from 1st September, but now are left on a spot point. The spot point is equal to the start of the next grade, although the staff in the grade can annually increment, but this would not be available to those on a spot point.
- 2.2 The Youth Service are seeking to revise their grading structure in the 'Support Workers' part of the pay spine to ensure that the structure is rationalised and offers an attractive, and progressive career structure.

3 Proposals

- 3.1 The proposals are to combine the First and Second Level grades to create a new grade spanning from Point 3 to Point 6, and to re-establish a previous grade between Points 7 to 10, which would then compliment the remaining existing grade of Points 11 – 14. This would then give three grades over consecutive SCP's within the 'Support Workers' part of the pay spine. This would offer a career structure for sessional and locally qualified youth workers.
-

3.2 The table below outlines the changes proposed:

01/04/2019			01/09/2019				Proposals		
First Level	2	£17,205							
Second Level 3 - 6	3	£17,267	First Level	Second Level 3 - 6	3	£18,117	First Level 3 - 6	3	£18,117
	4	£17,681			4	£18,431		4	£18,431
	5	£18,141			5	£18,791		5	£18,791
	6	£18,556			6	£19,106		6	£19,106
	7	£19,009			7	£19,389	First Level 7 - 10	7	£19,389
	8	£19,645			8	£20,038		8	£20,038
	9	£20,456			9	£20,865		9	£20,865
	10	£21,090			10	£21,512		10	£21,512
Second Level 11 - 14	11	£22,116		Second Level 11 - 14	11	£22,558	First Level 11 - 14	11	£22,558
	12	£23,118			12	£23,580		12	£23,580
	13	£24,153			13	£24,636		13	£24,636
	14	£25,225			14	£25,729		14	£25,729

3.3 The table above shows on the right, the grading structure prior to Point 2 being removed. In the centre part of the table, it shows how the grades would look if there was no action to revise the grading structure. On the left of the table, it shows how the revisited grading structure would look if the grades were spread evenly across the same group of SCP's.

3.4 Based on workforce data from August 2019, there are few workers that this proposal would immediately affect. There is one permanent employee contracted for twelve hours per week, plus up to seven casual Sessional Youth Workers currently on Point 2. They moved to Point 3 on 1st September to comply with the national agreement.

3.5 Adopting proposals to move to the grade 3 - 6 would give the permanent employee additional headroom to incrementally progress over a further three years. No current employees are currently affected by the new grade of 7 – 10. However, it would be available for career progression and beyond for staff wanting to stay and progress their careers in this area of work.

3.6 There are additional unaffected 'professional' grades on the Pink Book, that the national negotiating committee call the 'Professional Range'. Some of the grades within this sub-area are shared with the LifeLong Learning Service. Appendix 1 shows the revised grading structure, updated with the proposals outlined within this section of the report, with all the grades used by both services for completeness.

4 Consultation

4.1 The Youth Service expressed their wish for a career pathway for their sessional and locally qualified staff as their pay award had given the opportunity to review and revise their grading structure.

4.2 The relevant trades unions have been consulted on the updates to the grading structure, where the Council's continuing commitment to the payment of the Foundation Living Wage was reiterated. If, in future, any new minimum national salary did not meet the appropriate hourly rate, then a local adjustment would be applied to ensure ongoing parity with other employees across our workforce.

5 **Financial Implications**

- 5.1 Based on 01/04/2019 rates, the increase in costs from scale point 2 to scale point 3 is approximately £90.00 per annum, per employee, which is inclusive of oncosts. Currently there is only one member of staff on scale point 2, who is working 12 hours per week, which equates to a 0.33 FTE.
- 5.2 The change in rates also affects 7 sessional workers but due to the nature of the role the financial impact cannot be quantified. As outlined in 5.1 the impact is likely to be minimal. (Owen Brierley)

6 **Legal Services Comments**

- 6.1 Contents and context of the proposal is noted. The pay award has been collectively agreed at a national level and to not implement the increase would be in breach of the agreement. Once, and if implemented, employment contracts should be varied to reflect the changes. The Council has ambitions to become a Foundation Living Wage Employer, however, the affordability of this aspiration should be kept under review given the current economical and political climate. (Radhika Aggarwal)

7. **Co-operative Agenda**

- 7.1 This exercise has been undertaken with the Council's co-operative values at the heart of it. Working together with our trades unions colleagues, has built a relationship based on respect, openness and being responsible in our respective positions to support positive employee engagement, which in turn, support local residents and customers of the Council to have good levels of customer service.
- 7.2 The Council is seeking to fairly implement the pay award, and to continue its commitment to pay the Foundation Living Wage.

8 **Human Resources Comments**

- 8.1 This report has been written by People Services, and so the HR comments are integrated within this report. (Corrina Sutton)

9 **Risk Assessments**

- 9.1 There are no specific risks associated with this report. (Mark Stenson)

10 **IT Implications**

- 10.1 Not applicable.

11 **Property Implications**

- 11.1 Not applicable.

12 **Procurement Implications**

- 12.1 Not applicable.

13 **Environmental and Health & Safety Implications**

- 13.1 Not applicable.
-

-
- 14 **Equality, community cohesion and crime implications**
- 14.1 None – the review of the JNC Pink Book Youth Workers grading structure is an internal issue and will not affect our local communities.
- 15 **Equality Impact Assessment Completed?**
- 15.1 No – As there is only one permanent employee immediately affected, they would be identifiable from any data reviewed.
- 16 **Key Decision**
- 16.1 No.
- 17 **Key Decision Reference**
- 17.1 Not applicable.
- 18 **Background Papers**
- 18.1 Not applicable.
- 19 **Appendices**
- 19.1 Appendix 1 – Overall Grading Structure for JNC Pink Book including proposed revised grades.
-

Appendix 1 – Overall Grading Structure for JNC Pink Book including proposed revised grades

Grading Proposals

First Level 3 - 6	3	£18,117
	4	£18,431
	5	£18,791
	6	£19,106
First Level 7 - 10	7	£19,389
	8	£20,038
	9	£20,865
	10	£21,512
First Level 11 - 14	11	£22,558
	12	£23,580
	13	£24,636
	14	£25,729
Professional Level 15 - 18	15	£25,955
	16	£26,718
	17	£27,468
	18	£28,223
Professional Level 19 - 22	19	£28,972
	20	£29,724
	21	£30,568
	22	£31,525
Professional Level 22 - 25	23	£32,456
	24	£33,392
	25	£34,335
	26	£35,277
Professional Level 26 - 29	27	£26,221
	28	£37,175
	29	£38,122
	30	£39,070
	31	£39,709*
	32	£40,760*

* Discretionary Points

Note: the first four grades are exclusively used by the Youth Service, with the last three grades being used by both the Youth Service and the LifeLong Learning Service.