

Pay Structure Options from 1st April 2019

Option 1 - Straight Assimilation		Cost over and above current allocation
If the Council carried out a straight assimilation process from the current pay structure to the new spinal points it would provide the simplest option to move to the new pay agreement.		£380k
Benefits <ul style="list-style-type: none"> • Easy to implement • No changes to job evaluation and hierarchy of roles maintained. • Costs the least to implement. 	Risks <ul style="list-style-type: none"> • Creates 9 point range for Grade F • Creates 7 point range for Grade G • Equal Pay risk due to long grades 	
Option 2 - New 12 Grade pay structure		Cost over and above current allocation
As part of the options a 12 grade structure has been devised, although you will note the significant risks involved.		Not fully costed due to the complexities.
Benefits <ul style="list-style-type: none"> • Helps with introduction of the new spinal points and spreads the grades across the pay structure. • Equal Pay issues removed 	Risks <ul style="list-style-type: none"> • Need to undertake pay modelling exercise and review the job evaluation scores for all posts • Significant salary reductions for staff. • Unlikely to be agreed by Trade Unions, therefore collective agreement very unlikely. • Reduce staff moral • Significant resources (especially within HR and Finance) to implement. • Very unlikely to be implemented by April 2019. 	However potential for some staff to lose approx. £5k in salary.

Option 3 - Mixture of spot salaries, non-overlapping grades and overlapping grades (not using sp13)		Cost over and above current allocation
Due to the reduction in spinal points at the start of the grading structure, the first 3 grades (A, B, & C) are spot salaries. 3 point Grade D.		£388k
Benefits <ul style="list-style-type: none"> • Straightforward to implement • No changes to job evaluation and hierarchy of roles maintained. • Grade D (3 spinal points) – helps with % pay award levels • Equal Pay issues removed 	Risks <ul style="list-style-type: none"> • Grade E starts higher than the current levels • Additional headroom 	

Option 4 - Mixture of spot salaries and non-overlapping grades (not using sp13)		Cost over and above current allocation
Due to the reduction in spinal points at the start of the grading structure, the first 3 grades (A, B, & C) are spot salaries.		£401k
Benefits <ul style="list-style-type: none"> • Fairly straightforward to implement • No changes to job evaluation and hierarchy of roles maintained. • Equal Pay issues removed • Non overlapping grades helps with managing new appointments and promotions / reduces errors 	Risks <ul style="list-style-type: none"> • Grade D (2 spinal points) does not gain the same increase in pay award as some of the other lower grades. • Starting salaries for new staff on the higher grades will commence one sp higher than the current structure. • Additional headroom 	

Option 5 - Mixture of spot salaries, non-overlapping grades and 3 point grade D (not using sp13)		Cost over and above current allocation
Due to the reduction in spinal points at the start of the grading structure, the first 3 grades (A, B, & C) are spot salaries. 3 point Grade D.		£388k
Benefits <ul style="list-style-type: none"> • Straightforward to implement • No changes to job evaluation and hierarchy of roles maintained. • Grade D (3 spinal points) – helps with % pay award levels • Equal Pay issues removed • CMT support option 5 (TU's will need to consult with their members) 	Risks <ul style="list-style-type: none"> • Grade E starts higher than the current levels • Starting salaries for new staff on the higher grades will commence one sp higher than the current structure • Additional headroom 	