

DEVON & SOMERSET FIRE & RESCUE AUTHORITY



REPORT REFERENCE NO.	DSFRA/09/17
MEETING	DEVON & SOMERSET FIRE & RESCUE AUTHORITY
DATE OF MEETING	29 JUNE 2009
SUBJECT OF REPORT	JOB EVALUATION – NON-UNIFORMED STAFF PAY SCALE
LEAD OFFICER	Head of Human Resources Management and Development
RECOMMENDATIONS	
<p>(a) <i>That points on the non-uniformed staff pay scale above those published by the Local Government Employers be determined on the following basis:</i></p> <p>(i) <i>that points 50 to 55 be determined by using pay points currently in use within the organisation (based on the Senior Manager scale formerly used by Devon County Council);</i></p> <p>(ii) <i>that points 56 to 61 be determined by applying a differential factor of 1.020 between each point;</i></p> <p>(b) <i>that, subject to (i) and (ii) above, the pay scale as detailed in Appendix A is adopted; and</i></p> <p>(c) <i>that any points beyond point 61 that may be required in the future, be determined by applying a differential factor of 1.020 between each point.</i></p>	
EXECUTIVE SUMMARY	
<p>The local government national pay scale applying to non-uniformed professional and administrative support staff, ranges from point 4 to point 49. Points above this scale are at local discretion and local government organisations are able to develop bespoke arrangements.</p> <p>Up until now, posts in the Service with higher responsibility were accommodated in various different ways. However, the new job evaluation scheme has been designed to include the assessment of all professional and administrative posts, other than those of the Senior Management Board, and so it is necessary to formalise the pay scale beyond point 49 to replace the previous different ways of accommodating higher level posts.</p>	
RESOURCE IMPLICATIONS	There are no additional resource implications associated with this proposal. The costs associated have previously been reported to the Authority as part of the overall job evaluation implementation cost.
EQUALITY IMPACT ASSESSMENT	An initial assessment has revealed that there are no equality issues arising from this report.

APPENDICES	A. Proposed Pay Scale including National Pay Points 7 to 49 (based on april 2008 pay rates).
LIST OF BACKGROUND PAPERS	Nil.

1. BACKGROUND

- 1.1 The local government national pay scale applying to non-uniformed professional and administrative support staff, ranges from point 4 to point 49 (see Appendix A). These points are updated annually by the Local Government Employers in line with any nationally agreed cost of living increase. Points above this scale are at local discretion and local government organisations are able to develop bespoke arrangements for posts with more responsibility than those covered by the national pay scale.
- 1.2 Up until now, posts in the Service with higher responsibility were accommodated in various different ways. One scale in use is the former Senior Manager scale inherited from Devon County Council. Other posts were placed on pay points equivalent to the uniformed roles of Group or Area Manager.
- 1.3 The new job evaluation scheme has been designed to include the assessment of all professional and administrative staff posts other than those of the Senior Management Board. Consequently, it is necessary to formalise the pay scale beyond point 49 to replace the previous different ways of accommodating the higher level posts.

2. PROPOSED PAY SCALE

- 2.1 Pay points 7 to 49 are as published by the Local Government Employers. These points provide an appropriate pay range for the majority of jobs within the organisation.
- 2.2 The higher level pay points currently in use within the organisation, which are based on the Senior Manager scale formerly used by Devon County Council, would fit well as part of the new pay and grading structure and provide appropriate pay levels for points 50 to 55.
- 2.3 The remaining pay points, 56 to 61, require a formalised method for their determination. The easiest way to do this is to establish a differential factor that can be applied from one pay point to the next. In considering what level of factor might be appropriate, the differentials between points on the national pay scale in the range 4 to 49 have been analysed. These differentials vary, apparently randomly, between 1.00 and 1.06 although the majority are between 1.020 and 1.030. The average differential is 1.028 and the median is 1.026. There is no single mode figure.
- 2.4 For the purposes of calculating the cost of implementing a new pay and grading structure to accompany the job evaluation scheme, a differential factor of 1.020 (i.e. 2%) was used. This was shared with UNISON at the time and was the basis for the financial models presented to the Authority. Applying a differential factor of 1.020 to determine the pay points 56 to 61 would result in a pay scale that covers the full range of salaries currently paid in the organisation.

3. CONCLUSION

- 3.1 The proposed 1.02 differential factor to determine pay points 56 to 61 is relatively modest considering that the average differential on the national scale (between points 4 to 49) is 1.028 and the median is 1.026. The use of points determined using this factor, together with the points based on the Senior Manager scale formerly used by Devon County Council, provides a pay scale that covers the full range of salaries currently paid in the organisation and to which the job evaluation outcomes align well.

- 3.2 The job evaluation system has not resulted in any jobs that would require salaries above point 61. However, should such a requirement arise in the future, it would seem appropriate that the same factor (i.e. 1.02) be used to determine the appropriate further points.

JANE SHERLOCK

Head of Human Resources Management and Development

APPENDIX A TO REPORT DSFRA/09/17

PROPOSED PAY SCALE INCLUDING NATIONAL PAY POINTS 7 TO 49 (BASED ON APRIL 2008 PAY RATES)

SCP	Salary
7	£12,629
8	£13,027
9	£13,421
10	£13,703
11	£14,587
12	£14,891
13	£15,291
14	£15,570
15	£15,895
16	£16,278
17	£16,663
18	£16,991
19	£17,626
20	£18,270
21	£18,937
22	£19,427
23	£19,998
24	£20,652
25	£21,306
26	£22,001
27	£22,730
28	£23,473
29	£24,402
30	£25,220
31	£26,016
32	£26,784
33	£27,573
34	£28,353

SCP	Salary
35	£28,947
36	£29,714
37	£30,546
38	£31,439
39	£32,475
40	£33,328
41	£34,207
42	£35,079
43	£35,953
44	£36,838
45	£37,665
46	£38,575
47	£39,460
48	£40,338
49	£41,204
50	£42,233
51	£43,506
52	£44,597
53	£45,684
54	£46,775
55	£47,864
56	£48,821
57	£49,798
58	£50,793
59	£51,809
60	£52,846
61	£53,902