



RHONDDA CYNON TAF COUNCIL

MUNICIPAL YEAR 2021/2022

COUNCIL 14TH JULY 2021

REVIEW OF THE COUNCIL'S PAY AND GRADING STRUCTURE

JOINT REPORT OF THE CHIEF EXECUTIVE AND DIRECTOR OF HUMAN RESOURCES

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1. PURPOSE OF THE REPORT

To seek Council's approval in respect of a review of the Council's Pay and Grading Structure.

2. RECOMMENDATION

It is recommended that Council:-

- 2.1 agrees an extension to the current pay and grading system of Grades 1 to 15, so as to now incorporate an expanded pay and grading system of Grades 16, 17 and 18 (as is detailed in the report), in relation to all staff employed under NJC for Local Government terms and conditions.

3. BACKGROUND

- 3.1 The Council's current pay and grading system was introduced in 2011 and consists of 15 spot salary grades that align to spinal column points within the NJC terms and conditions of service.
- 3.2 Each grade is determined by a points range that has been evaluated against the Greater London Provincial Council (GLPC) Job Evaluation Scheme as shown below.
- 3.3 The value of each grade and the corresponding Job Evaluation Points score is shown at Appendix 1 for Members information.

4. CURRENT POSITION

- 4.1 Whilst the Council's grading system has served the Council well, there has been no formal review of this grading system since its introduction in 2011.
- 4.2 Within those 10 years, various posts will have changed and whilst there is always the option to request a further review of a role through the agreed Job Evaluation process, as an employee moves towards the top tier of the current grading system there is less room for both a review and movement. This currently impacts on Grade 14 and Grade 15 roles, with the latter grade currently experiencing the greater impact.
- 4.3 The current limit of Grade 15 has also had an impact in terms of remunerating technical roles such as specialist engineers, ICT engineers. Whilst the Council has utilised the payment of market forces (in line with the Council's Pay Policy Statement), the use of market forces payment is time limited and has to be reviewed at the end of a two year period, so it does not always aid retention in these areas.
- 4.4 The Council is also aware from a recent review that several neighbouring local authorities have in place expanded pay grades at a higher level than this Council. This again can cause the Council issues in terms of both recruitment and retention. An analysis of these differentials is shown at Appendix 2. Please note that the description used for grade levels will be different in each of the local authorities listed.

5. REVIEW OF THE COUNCIL'S GRADING SYSTEM

- 5.1 When the Council's existing pay and grading system was introduced with a limit of Grade 15, for future proofing of the pay system, there was some capacity built into the scoring system to take account of any review that may have been needed in future years.
- 5.2 Having reviewed the existing Job Evaluation scheme with our trained Job Analysts, there is the ability to introduce further grades within the evaluation scoring system. Having undertaken that review set out below is a suggested option for introducing new grades:

Suggested Grade	Value	Points Score
New Grade 16	£48,847	731 - 760
New Grade 17	£50,888	761 - 790
New Grade 18	£53,050	791 - 820

- 5.3 The suggested monetary values have been set to ensure that we both maintain the differentials between the more senior grades on the pay structure and reflect on the values currently paid in other authorities.



- 5.4 The introduction of additional grades will have no corresponding impact on the existing Grades 1 to 15 i.e. there is no automatic grade drift associated with the review. Indeed in respect of movement to these new grades, that will only be achievable through the agreed job evaluation process with requests for a re-evaluation of a post(s).
- 5.5 On the basis that there is no grade drift, it is not anticipated that the introduction of additional grades will have a significant financial impact. Indeed, any increase in grade from a re-evaluation will have to be met from service areas existing budgets.

6. EQUALITY AND DIVERSITY IMPLICATIONS/ SOCIO-ECONOMIC DUTY

- 6.1 An Equality Impact Assessment (EqIA) screening form has been prepared for the purpose of this report. This exercise has shown that a full EqIA is not required. The screening form can be accessed by contacting the author of the report.

7. WELSH LANGUAGE IMPLICATIONS

- 7.1 There is no requirement for a Welsh Language Impact Assessment with this report as it deals with amendments to the Council's senior management structure.

8. CONSULTATION / INVOLVEMENT

- 8.1 Initial discussions have been held with our recognised trade union colleagues who would be in full support of this suggested change being made. Should Council determine to proceed with this proposal then further discussions would take place with the recognised trade unions on the implementation of these revised arrangements.

9. FINANCIAL IMPLICATIONS

- 9.1 As indicated in paragraph 5.5 above, it is not anticipated that there will be any significant financial impact of the introduction of these additional grades. here there are any costs they will be met from within existing resources.

10. LEGAL IMPLICATIONS OR LEGISLATION REQUIRED

- 10.1 As this suggested change is within the existing agreed Job Evaluation process, there are no additional legal implications or legislative impacts.



APPENDIX 1

COUNCIL'S CURRENT GRADING SYSTEM AND ASSOCIATED POINTS SCORE

Grade	Value	Points Score
1	£17,842	0 - 270
2	£18,198	271 - 288
3	£18,562	289 - 305
4	£18,933	306 - 341
5	£19,698	342 - 377
6	£21,748	378 - 413
7	£24,491	414 - 449
8	£27,041	450 - 484
9	£29,577	485 - 520
10	£32,234	521 - 556
11	£35,745	557 - 592
12	£38,890	593 - 628
13	£41,881	629 - 664
14	£44,863	665 - 699
15	£46,845	700 - 730

HIGHER END SALARY ANALYSIS OF NEIGHBOURING LOCAL AUTHORITIES

Local Authority	Grade Description	Min Value (£)	Max Value (£)
<i>Rhondda Cynon Taf</i>	GR14	44,863	44,863
	GR15	46,845	46,845
Blaenau Gwent	GR10	42,821	45,859
	GR11	46,845	49,875
Bridgend	GR14	44,863	45,859
	GR15	48,809	49,794
	GR16	51,758	52,742
Cardiff	GR10	40,876	43,857
	OM2	47,832	57,779
Caerphilly	GR12	43,857	46,845
	Band E	42,781	45,696
	Band D	48,011	52,812
Merthyr Tydfil	GR10	44,863	46,845
	GR11	47,854	49,865
	GR12	52,904	52,904
Newport	GR11	42,821	44,863
	GR12	45,859	48,014
	GR13	49,220	51,709
	GR14	53,002	55,685
	GR15	57,079	59,961
Swansea	GR11	42,683	46,582
	GR12	47,560	51,644
Torfaen	GR10	42,821	48,850
	GR11	48,850	53,770
	GR12	53,770	56,735
Vale of Glamorgan	GR11	43,857	46,845
	OM2	50,500	55,550