

Report of	Meeting	Date
Corporate Director (Human Resources & Organisational Development)	Full Council	15/12/09

CHANGES TO THE CURRENT GRADING STRUCTURE

PURPOSE OF REPORT

1. This report proposes an increase in the salary grading structure for Chorley Council.

RECOMMENDATION(S)

2. That Members approve the proposed new grading structure set out in Appendix 2.

EXECUTIVE SUMMARY OF REPORT

3. All posts within the Council with the exception of Chief Officers are job evaluated using the NJC scheme. The points awarded in job evaluation are equated to a salary grade on the National Joint Council (NJC) pay scale.
4. The (NJC) pay scale rises to a maximum of spinal column point (scp) 55 (£47,008) (Appendix 1).
5. The recent management restructure has created a number of senior roles as Head of Service. These posts have been evaluated in accordance with the Councils job evaluation process and the overall points awarded to some of the posts has taken them above the Councils current maximum grade of scp 55.
6. In order to remunerate the Head of Service posts in accordance with the points awarded it is necessary to extend the current grading structure.
7. It is recommended that an additional 4 grades ranging from PO-K to PO-N (Appendix 2) be introduced to increase the salary scale to a maximum of £57,172. The new range of grades should ensure the Council has the scope to maintain the skills and knowledge needed to ensure the Council's Strategic Objectives are met.
8. The new grades should reduce the usage of market supplements in the future and therefore will retain all positions within the NJC job evaluation structure.
9. All grades will be subject to the normal cost of living pay award.

REASONS FOR RECOMMENDATION(S)

(If the recommendations are accepted)

10. That the new 4 grades are accepted and implemented with effect from 1st January 2010.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

11. Consideration was given to adding market supplements on to the existing grades, but this raises problems as it is outside the agreed job evaluation and wherever possible it is felt grades should remain within the scheme. It also gives post holders less job security as market supplements can be removed if the external job market changes, therefore there is a greater risk of losing key staff.

CORPORATE PRIORITIES

12. This report relates to the following Strategic Objectives:

Put Chorley at the heart of regional economic development in the Central Lancashire sub-region		Develop local solutions to climate change.	
Improving equality of opportunity and life chances		Develop the Character and feel of Chorley as a good place to live	
Involving people in their communities		Ensure Chorley Borough Council is a performing organization	√

IMPLICATIONS OF REPORT

13. This report has implications in the following areas and the relevant Corporate Directors' comments are included:

Finance		Customer Services	
Human Resources	√	Equality and Diversity	
Legal		No significant implications in this area	

COMMENTS OF THE CORPORATE DIRECTOR OF HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT

14. The revised grading structure is necessary to accommodate the new posts introduced within the senior management restructure.

LORRAINE CHARLESWORTH
CORPORATE DIRECTOR (HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT)

There are no background papers to this report.

Report Author	Ext	Date	Doc ID
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APPENDIX 1

SCALE 1			SCALE 2		
SCP	Annual Salary	Hourly Rate	SCP	Annual Salary	Hourly Rate
7	12,787	6.7650	12	15,039	7.9564
8	13,189	6.9776	13	15,444	8.1707
9	13,589	7.1893	14	15,725	8.3193
10	13,874	7.3400			
11	14,733	7.7945			

SCALE 3			SCALE 4		
SCP	Annual Salary	Hourly Rate	SCP	Annual Salary	Hourly Rate
15	16,054	8.4934	19	17,802	9.4182
16	16,440	8.6976	20	18,453	9.7626
17	16,830	8.9039	21	19,126	10.1186
18	17,161	9.0790			

SCALE 5			SCALE 6		
SCP	Annual Salary	Hourly Rate	SCP	Annual Salary	Hourly Rate
22	19,621	10.3805	26	22,221	11.7560
23	20,198	10.6858	27	22,958	12.1459
24	20,858	11.0349	28	23,708	12.5427
25	21,519	11.3846			

SO1			SO2		
SCP	Annual Salary	Hourly Rate	SCP	Annual Salary	Hourly Rate
29	24,646	13.0390	32	27,052	14.3119
30	25,472	13.4760	33	27,849	14.7335
31	26,276	13.9013	34	28,636	15.1499

PRINCIPAL OFFICER		
SCP	Annual Salary	Hourly Rate
33	27,849	14.7335
34	28,636	15.1499
35	29,236	15.4673
36	30,011	15.8773
37	30,851	16.3217
38	31,754	16.7995
39	32,800	17.3529
40	33,661	17.8084
41	34,549	18.2782
42	35,430	18.7443
43	36,313	19.2114
44	37,206	19.6839
45	38,042	20.1261
46	38,961	20.6123
47	39,855	21.0853
48	40,741	21.5540
49	41,616	22.0170
50	42,513	22.4915
51	43,418	22.9703
52	44,312	23.4433
53	45,222	23.9247
54	46,107	24.3929
55	47,008	24.8696

PO-A 33-36 PO-B 34-37 PO-C 35-38 PO-D 36-39 PO-E 38-41 PO-F 40-43 PO-G 43-46 PO-H 46-49 PO-I 50-52 PO-J 53-55
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NJC Job Evaluation

Chorley Council Scoring Bands

Scoring Band (Points)	Grade	SCP Range
0 - 291	Scale 1	7-11
292 - 318	Scale 2	12-14
319 - 376	Scale 3	15-18
377 - 406	Scale 4	19-21
407 - 432	Scale 5	22-25
433 - 445	Scale 6	26-28
446 - 481	SO1	29-31
482 - 512	SO2	32-34
513 - 529	PO-A	33-36
530 - 553	PO-B	34-37
554 - 591	PO-C	35-38
592 - 607	PO-D	36-39
608 - 636	PO-E	38-41
637 - 652	PO-F	40-43
653 - 673	PO-G	43-46
674 - 710	PO-H	46-49
711 - 750	PO-I	50-52
751 plus	PO-J	53-55

APPENDIX 2

	Points Range	SCP Range	Min		Max
PO-J*	751 - 785	53-55	45222	46107	47008
PO-K	786 - 810	56-59	47855	48702	49549
PO-L	811 - 835	60-63	50396	51243	52090
PO-M	836 - 860	64-67	52937	53784	54631
PO-N	861 - 885	68-71	55478	56325	57172

* Existing Highest Grade