



## General Purposes Committee

**Monday 18 February 2019 at 5.30 pm**

Boardrooms 7&8 - Brent Civic Centre, Engineers Way,  
Wembley HA9 0FJ

### Membership:

#### Members

Councillors:

M Butt (Chair)  
McLennan (Vice-Chair)  
Agha  
Colwill  
Farah  
Hirani  
Krupa Sheth  
Tatler

#### Substitute Members

Councillors:

Aden, S Choudhary, Kabir, Knight, Miller, M Patel and  
Southwood

Councillors:

Kansagra and Maurice

**For further information contact:** Joe Kwateng, Governance Officer  
Email: [joe.kwateng@brent.gov.uk](mailto:joe.kwateng@brent.gov.uk); Tel: 0208 937 1354

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**The press and public are welcome to attend this meeting.**

## **Notes for Members - Declarations of Interest:**

If a Member is aware they have a Disclosable Pecuniary Interest\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest\*\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also significant enough to affect your judgement of a public interest and either it affects a financial position or relates to a regulatory matter then after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

### **\*Disclosable Pecuniary Interests:**

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect of expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences** - Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

### **\*\*Personal Interests:**

The business relates to or affects:

(a) Anybody of which you are a member or in a position of general control or management, and:

- To which you are appointed by the council;
- which exercises functions of a public nature;
- which is directed is to charitable purposes;
- whose principal purposes include the influence of public opinion or policy (including a political party of trade union).

(b) The interests a of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who is the subject of a registrable personal interest.

# Agenda

Introductions, if appropriate.

- | Item  | Page   |
|---|--|
| <b>1 Apologies for absence and clarification of alternate members</b>   |  |
| <b>2 Declarations of interests</b><br>Members are invited to declare at this stage of the meeting, the nature and existence of any relevant disclosable pecuniary or personal interests in the items on this agenda and to specify the item(s) to which they relate.  |  |
| <b>3 Deputations (if any)</b><br>To hear any deputations received from members of the public in accordance with Standing Order 67.  |  |
| <b>4 Minutes of the previous meeting</b><br>To approve the minutes of the previous meeting as a correct record.   | 1 - 6  |
| <b>5 Matters arising (if any)</b><br>To consider any matters arising from the minutes of the previous meeting.  |  |
| <b>6 Greater London Provincial Council Pay Spine for 2019/20</b><br>The report sets out the background to proposed changes to the Greater London Provincial (GLPC) pay spine which the Council is required to implement from 1 April 2019.  | 7 - 16   |
| <b>Wards Affected:</b><br>All Wards   | <b>Contact Officer:</b> Martin Williams,<br>Interim Head of Human Resources<br>Tel: 0208 937 3209<br>Email: <a href="mailto:Martin.Williams@brent.gov.uk">Martin.Williams@brent.gov.uk</a> |
| <b>7 Appointments to Sub-Committees / Outside Bodies</b><br>To agree the appointment of Ms Elizabeth Bankole, Branch Secretary, as a Trade Union (Unison) representative to the Brent Pension Fund Sub-Committee. She would replace Ms Francesca Hammond who is no longer Unison's representative on the Sub-Committee. |  |
| <b>8 Any other urgent business</b><br>Notice of items to be raised under this heading must be given in writing to   |  |

the Head of Executive and Member Services or his representative before the meeting in accordance with Standing Order 60.



Please remember to set your mobile phone to silent during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public.



## LONDON BOROUGH OF BRENT

### MINUTES OF THE GENERAL PURPOSES COMMITTEE Monday 21 January 2019 at 5.45 pm

**PRESENT:** Councillors M Butt (Chair), McLennan (Vice-Chair), Agha, Colwill, Farah, Hirani, Krupa Sheth and Southwood (as substitute for Councillor Tatler)

1. **Apologies for absence and clarification of alternate members**

Apologies for absence were received from Councillor Tatler, with Councillor Southwood present as a Substitute Member.

2. **Declarations of interests**

There were no declarations of interests made by Members.

3. **Deputations (if any)**

There were no deputations received.

4. **Minutes of the previous meeting**

**RESOLVED** that the minutes of the previous meeting, held on Wednesday 5 December 2018, be approved as an accurate record.

5. **Matters arising (if any)**

**Appointments to Sub-Committees / Outside Bodies**

*(Item 7 of the minutes of the minutes of the previous meeting)*

In relation to the appointments made to the Brent Pension Fund Sub-Committee, it was noted that Ms Francesca Hammond was no longer Unison's representative at the Sub-Committee.

It was **RESOLVED** that the necessary arrangements to appoint her successor at the next meeting of the General Purposes Committee be made.

6. **Calculation of Council Tax Base 2019/20**

Ravinder Jassar (Head of Finance, Brent Council) introduced a report setting out the Council Tax base for 2018/19 in order to enable the Council to fulfil its statutory role under the Local Government Finance Act 1992 (as amended).

Members noted that calculation of the Tax Base was based on a formula involving two elements:

- A. the number of taxable properties shown as “Band D equivalents” which for 2018/19 had been calculated at 98,985 net properties; and
- B. the expected collection rate for the year, which was 97.63% and had not been changed from 2018/19.

Therefore, the calculation of the Council Tax base for 2019/20 was proposed as follows – A (98,985) multiplied by B (97.63%) = 96,639

Mr Jassar added that when the number of taxable properties shown as ‘Band D equivalents’ had been calculated in October 2018, the Finance Team had taken into account the fact that the data from the Council’s Planning Service showed a large number of consented schemes likely to be completed in 2019/20. Therefore, the Local Authority had liaised with the Valuation Office Agency (VAO) to gather information on the number of properties awaiting banding. This would be reviewed during 2019/20 and if the new properties had at that time come on stream at a slower rate than expected, then it may be prudent to adopt a lower rate of growth for 2020/21 to keep the collection fund in balance.

Members asked questions that related to the impact of new build projections and empty homes. In response, Mr Jassar explained that the Empty Homes policy did not affect the Council Tax Base setting process as the number of units would remain constant. However, if the number of empty homes in the Borough decreased, this would mean that the Council would be able to collect a greater amount of Council Tax. Mr Jassar added that new build projections could be affected by an economic downturn, a slowing housing market and the impact of Brexit on housebuilding. Therefore, it would be prudent to expect that approximately half of the estimated number of new builds would be constructed. Mr Jassar said that he would discuss any potential backlog related to the banding of properties due to be completed in 2019/20 with the VOA.

**RESOLVED** that:

- (i) The contents of the Calculation of Council Tax Base 2019/20 report, be noted;
- (ii) The band D equivalent number of properties be calculated, as shown, in accordance with the Government regulations;
- (iii) The collection rate for Council Tax for 2019/20 be set at 97.63%; and
- (iv) Subject to (ii) and (iii) above, a Council Tax Base for 2019/20 of 96,639 Band D equivalent properties be approved.

## 7. **Severance Approval**

Debra Norman (the Council’s Director of Legal and HR) introduced the report which sought the approval for one further severance payment in addition to the ones agreed at the Committee meeting on 5 December 2018. Ms Norman explained that

the employee concerned had been included in the total number of applications for voluntary redundancy, but due to a delay in receiving the pension capital cost for the individual, it had not been possible to consider the application in December 2018. Having received the information, it had been noted that when the pension capital cost had been added to the redundancy payment, the overall severance payment had exceeded the £100,000 threshold and, therefore, required the Committee's approval.

Ms Norman pointed out that authorising this payment would have a marginal impact on the overall expenditure of the scheme.

**RESOLVED that:**

- (i) The contents of the Severance Approval report, be noted;
- (ii) The severance payment set out in the report be approved; and
- (iii) The fact that this payment did not include any element additional to sums calculated in accordance with the Council's Managing Change Policy and the requirements of the Local Government Pension Scheme be noted.

**8. Review of Polling Districts, Polling Places and Polling Stations**

Thomas Cattermole (the Council's Head of Executive and Member Services) introduced the report and explained that in accordance with the Electoral Registration and Administration Act 2013, every local authority in England and Wales had to undertake and complete a review of all polling districts and polling places in its area within a 16 month period commencing from 1 October 2018 to 31 January 2020.

Mr Cattermole pointed out that 10 electoral wards had been affected with minor alterations in nine of them. The biggest change had been in Tokyngton ward where it had been recommended to completely redraw the boundaries for polling districts CTO1 and CTO2, with Brent Civic Centre and the Yellow Pavillion (Harbutt Road) proposed to be used as polling places respectively.

**RESOLVED that:**

- (i) The contents of the Review of Polling Districts, Polling Places and Polling Stations report, be noted;
- (ii) The following changes be approved:

Brondesbury Park ward:

For polling district HBP5, Landau House Community Centre polling place be replaced by the Brondesbury Bowling Club Pavilion, Chatsworth Road.

Dudden Hill ward:

Polling districts CDU1 and CDU2 be merged and St Catherine's Church be used as the polling place for the new polling district (CDU1).

The remaining polling districts CDU3-CDU6 be renamed CDU2-CDU5.

Harlesden ward:

The properties in Bridge Court, 41 Craven Park be moved from polling district CHA1 into CHA5.

The properties in Fig Tree Close be moved from polling district CHA3 into CHA5.

Northwick Park ward:

A new polling district be created to serve the University of Westminster Halls of Residence and the Northwick Park Hospital nursing accommodation. This polling district be named NNP2 and the polling place be the Northwick Park Hospital Social Club.

The existing polling districts NNP2-NNP5 be renamed NNP3 - NNP6.

Preston ward:

The properties in Fernleigh Court be moved from polling district NPR2 into NPR1.

Queens Park ward:

The properties in Mortimer Road be moved from polling district HQP3 into HQP2.

Queensbury ward:

Polling districts NQY5 and NQY6 be merged and Roe Green Primary School be used as the polling place for the new polling district.

Stonebridge ward:

The boundary between polling districts CST5 and CST6 be moved to the railway line.

Sudbury ward:

The properties on East Lane, Stilecroft Gardens and Watford Road be moved from polling district NSU1 into NSU4.

Tokyngton ward:

The boundaries for polling districts CTO1 and CTO2 be completely redrawn; that Brent Civic Centre be used as the polling place for CTO1; and the Yellow Pavilion, Harbutt Road be used as the polling place for CTO2.

9. **Appointments to Sub-Committees / Outside Bodies (if any)**

None.

10. **Exclusion of Press and Public**

None.

11. **Any other urgent business**

None.

The meeting closed at 5.57 pm

COUNCILLOR MUHAMMED BUTT  
Chair

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 <b>Brent</b>	<p align="center"><b>General Purposes Committee</b> 18 February 2019</p>
	<p align="center"><b>Report from the Strategic Director of Resources</b></p>
<p align="center"><b>Greater London Provincial Council Pay Spine for 2019/20</b></p>	

<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
<b>No. of Appendices:</b>	One: <ul style="list-style-type: none"> <li>GLPC Pay Spines for 2019/20</li> </ul>
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> (Name, Title, Contact Details)	Martin Williams Interim Head of Human Resources Email: <a href="mailto:martin.williams@brent.gov.uk">martin.williams@brent.gov.uk</a> Tel: 020 8937 3209

## 1.0 Purpose of the report

- 1.1 This report sets out the background to proposed changes to the Greater London Provincial (GLPC) pay spine which the Council is required to implement from 1 April 2019. It provides Councillors with the details of the two options available in respect of implementation and recommends a course of action.

## 2.0 Recommendation

- 2.1 To agree the implementation of the proposed changes set out as Option A in the Appendix to this report.

## 3.0 Detail

- 3.1 Under the current GLPC pay scales, the majority of councils in London no longer use spine points 2 to 5 due to the fact that the associated salary would be lower than London Living Wage (LLW). The LLW has risen from £9.80 to £10.55 per hour for 2018/19, and the lowest spine point which complies with the new LLW rate has consequently risen from point 6 to point 10. This effectively also renders the current

points 6 to 9 unusable.

- 3.2 Detailed work in relation to amending the GLPC Pay Spine has been underway through national negotiation and agreement was reached between the Employers and Union sides of the Greater London Provincial Council in 2018. The aim of the revised GLPC pay scales is to remove those points which do not comply with LLW, and re-number the remaining points so that they logically start at point 1.
- 3.3 The effect of the changes is that for the lowest paid employees, the cost of living rise will be 2.8%, whereas for all other employees on GLPC the rise will be 2%. The proportionally higher increase for those lowest paid employees will result in all spine points on the new scales complying with the increased London Living Wage of £10.55 per hour. As an annual salary, the new LLW rate would be £19,804, whereas the salary on the new spine point 1 will be £20,103 per annum.
- 3.4 GLPC Circular 1/2018 stipulates that employees will be assimilated onto the new pay spines, and a clear table is provided in that circular detailing which current points assimilate to which new points.
- 3.5 The circular provides only the spine points, the corresponding salary figures and the assimilation tables. It is left down to the discretion of each individual council to determine where the grade boundaries should lie and so the scope for progression in a job at a particular grade. Individual councils also need to decide whether to assimilate employees to the new scale and then award increments or to award increments and then do the assimilation. For some employees this will make a financial difference. These two Options have been modelled in the Appendix. The Appendix also covers the impact on the council's evaluation scheme.
- 3.6 Of the two Options set out in the Appendix, Option B is the more straightforward as it doesn't generate anomalies that require a review of the grade boundaries in the pay scale. However, it would mean that a number of scale points in the new pay scale would not be used and would leave some big gaps between grades.
- 3.7 Option A is less straightforward to implement but is more beneficial to employees on lower grades. The complexity arises, as set out in the Appendix, because to avoid anomalies it is necessary to review grade boundaries and decide upon adjustments to the structure of the pay scale. Implementing Option A and making the adjustments suggested in the Appendix attracts an overall additional cost of implementation estimated to be approximately £60,988.
- 3.8 The Council Management Team has considered the detail set out in the Appendix and took the view that as Option A was the most beneficial for lower paid employees and the cost of implementing that option was marginal it was the most appropriate to implement and would have the best impact on staff motivation and retention.
- 3.9 The Council's Trade Unions have been consulted on the two options and are unanimous in their support for Option A.

## 4.0 Financial Implications

4.1 With no amendments to the grade boundaries, the total estimated costs for each option would be as follows:

Option A: £67,811,336

Option B: £67,797,917

Difference: £13,419

4.2 With the above detailed amendments to the grade boundaries and raising the spine point of the 72 affected employees referenced in the appendix, the effects on the cost would be as follows:

Option A: £67,841,480

Option B: £67,797,917

Difference: £43,563

4.3 In summary, the above proposals to amend the grade boundaries (which are all linked to Option A) would be an estimated £43,563 more expensive than using option B. Taking into account an average of 40% in on-costs (which are variable depending on whether or not the employee is a member of the pension scheme), this would rise to approximately £60,988.

## 5.0 Legal Implications

5.1 The NJC and therefore the GLPC London Agreement bargaining arrangements are written into every employees' contract of employment where they are covered by the NJC Green Book. This means the council is part of national bargaining arrangements and bound by the outcomes of any national negotiations.

5.2 Under the Constitution the General Purposes Committee is responsible for determining the overall framework of terms and conditions of service for employees. The GLPC pay scale has been adopted by the council and in most years the pay increase negotiated by London employers is implemented under officer's delegated powers. As implementing Option A requires a number of discretionary decisions to be made as to the structure of the new pay scale the approval of the General Purposes Committee is requested prior to implementation.

## 6.0 Equality Implications

6.1 An Equality Impact Assessment has been undertaken. There is no adverse impact from the proposal and the information will be available for members of the committee.

## 7.0 Consultation with Ward Members and Stakeholders

7.1 None.

## 8.0 Human resources / Property Implications (if appropriate)

8.1 The HR implications are integral to the main body of the report. There are no property implications.

Report sign off:

**ALTHEA LODERICK**  
Strategic Director of Resources

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## GLPC Pay Spines for 2019/20

### 1.0 Assimilation to the new scale

1.1 If all employees were assimilated to the new spinal points on 3rd October 2018, the 2019/20 pay scales would look as below:

Grade	SCP	Salary
Scale 1	1	£20,103
	2	£20,466
Scale 2	3	£20,835
	4	£21,210
Scale 3	5	£21,591
	6	£21,981
Scale 4	7	£22,377
	8	£22,779
	9	£23,187
	10	£23,607
		£24,030
Scale 5	12	£24,462
	13	£24,903
	14	£25,353
	15	£25,809
		£26,274
		£26,745
Scale 6	18	£27,228
	19	£27,717
	20	£28,215
		£28,725
		£29,241
SO1	23	£29,766
	24	£30,213
	25	£30,708

Grade	SCP	Salary
SO2		26 £31,548
		27 £32,430
PO1		28 £33,291
		29 £33,945
		30 £34,794
PO2		31 £35,724
		32 £36,711
PO3		33 £37,842
		34 £38,799
		35 £39,774
		36 £40,728
		37 £41,706
PO4		38 £42,681
		39 £43,590
		40 £44,607
PO5		41 £45,585
		42 £46,560
		43 £47,511
		44 £48,492
PO6		45 £49,464
		46 £50,448
PO7		47 £51,450
		48 £52,484
		49 £53,544
		50 £54,597
PO8		51 £55,638
		52 £56,682
		53 £57,735
		54 £58,779

Points of note on this model:

- Scales 1 to 3 would all be two-point scales.
- Five of the newly created spine points would not be used (these are blacked-out in the above).
- There are large gaps between Scale 4 & 5, Scale 5 & 6 and Scale 6 & SO1. It seems self-defeating to create a new set of spine points aimed at cutting out unused points, only to create a grading structure which still includes unused points and additionally widens the pay gap between some grades, and employees on Scales 1 to 3 would have very restricted scope for incremental progression on a two-point scale.

## **2.0 Assimilation on 1 April 2019**

- 2.1 Assimilation will be implemented with effect from 1 April 2019, at which time, providing they are not already at the top of their pay grade, many employees will be contractually entitled to an increment to the next point as well as assimilation onto the new pay spines. London Councils has presented two different options for dealing with this issue. These options concern the order in which the increment is awarded and assimilation onto the new point occurs:
- Option A: Assimilate first, and then award the increment**  
**Option B: Award the increment first, and then assimilate**
- 2.2 At the lower end of the pay spines, these two options do not always produce the same results. Option B produces no 'anomalous' results which would necessitate a review of the above demonstrated grade boundaries.
- 2.3 Option A is the most advantageous to the lowest paid employees, as it puts some onto a higher spine point than option B would. Consequently, option A is slightly more costly to Brent. There are currently 11 employees who would be on a higher spine point under option A than option B and the additional cost would be just under £13,500, plus around 40% in on-costs.
- 2.4 Without reviewing the grade boundaries, the side effect would be that these 11 employees were effectively re-graded. One Scale 2 employee would be on point 5, although the top point of Scale 2 would be point 4. Ten employees on Scale 3 would be on point 7, whereas the top point of Scale 3 would be point 6. The alternative would be to assimilate only to the new top point in these cases, but that approach would deny these employees their contractual increment and therefore make the council vulnerable to accusations of breach of contract.
- 2.5 However, with some adjustment to the grade boundaries, these considerations could be largely negated. Below are some possible solutions, listed by grade and with the numbers of employees and additional costs quantified.

### **Scales 1 to 3**

These could be made into overlapping scales, as is currently seen above SO2. This would give greater scope for incremental progression. The employees who would be on a higher spine point than colleagues on the same grade who were not due an increment are all within these grades. If the ceiling of Scale 2 were raised to point 5 and the ceiling of Scale 3 to point 7, no employees would be re-graded and no employees would be denied their contractual increment. Also, there are no Scale 4 employees who would be assimilated to point 7, meaning that this point could be removed from the Scale 4 range.

### **Scale 4**

This grade could be raised by one spinal point, thus utilising the unused spine point 11. Instead of being point 7 to 10, Scale 4 would become points 8 to 11. No current employees would be on point 8 on 01 April 2019. The new base point would be £2,112 per annum higher than it is now, which would proportionally be a significantly higher increase than on any other grade.

There are 61 employees currently at the top of Scale 4 and consideration will need to be given to whether an increment to the new top of the scale is awarded in order to maintain the status of these employees. The additional cost of doing so would be £25,803 plus an around 40% in on-costs.

### **Scale 5**

This scale would remain unchanged from the first model detailed at the beginning of this narrative (new spine points 12 to 15).

### **Scale 6**

This is currently a three-point scale, but could be lengthened to four points in line with the majority of other scales. The otherwise unused spinal point 17 could become the base of Scale 6, making the range points 17 to 20.

The new base point would still provide a £528 per annum increase in comparison with the current pay scales. In practice, only new starters would be placed onto point 17, meaning that the lowest pay increase for current employees would be £1,482 per annum.

### **SO1**

SO1 is currently also a three-point scale which could now be lengthened to four points. A similar approach is proposed, with the otherwise unused point 22 becoming the new base point. The lengthened range would be points 22 to 25. There would still be a significant pay increase of £885 per annum for those at the base of the scale. Again due to the fact that only new starters would be placed on point 22, the lowest pay increase for existing SO1 employees would be £1,410 per annum.

### **SO2**

With this scale, dropping the lowest spinal point to 25 to make a four-point scale would result in the salary at the base point being lower than the current base point of SO2. No current employees would be disadvantaged, as there would be no current employees on the base point (25). However, careful consideration should be given to any potentially negative press associated with new starters at SO2 being paid at a lower level than they would have been the year before.

If Option A is adopted with the above solutions, the new pay scales would look like this:

Grade		SCP	Salary
	Scale 1	1	£20,103
		2	£20,466
Scale 2		3	£20,835
		4	£21,210
	Scale 3	5	£21,591
		6	£21,981
		7	£22,377
Scale 4		8	£22,779
		9	£23,187
		10	£23,607
		11	£24,030
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SO1		22	£29,241
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		33	£37,842
	PO3	34	£38,799
		35	£39,774
		36	£40,728
		37	£41,706
PO4		38	£42,681
		39	£43,590
		40	£44,607
	PO5	41	£45,585
		42	£46,560
		43	£47,511
		44	£48,492
PO6		45	£49,464
		46	£50,448
	PO7	47	£51,450
		48	£52,484
		49	£53,544
		50	£54,597
PO8		51	£55,638
		52	£56,682
		53	£57,735
		54	£58,779

This model would still feature two unused spine points. It is therefore proposed that they be used as additional points on Scales 5 and 6. This will mean two five-point scales but avoid unused points.

Those who were not technically due an increment prior to changes to the grade boundaries would also be able to progress to the next point of their grade. The additional cost of taking this approach would be £4,341 plus around 40% in on-costs.

## **Total estimated costs**

With no amendments to the grade boundaries, the total estimated costs for each option would be as follows:

Option A = £67,811,336

Option B = £67,797,917

Difference = £13,419

With the above detailed amendments to the grade boundaries and raising the spine point of the 72 affected employees, the effects on the cost would be as follows:

Option A = £67,841,480

Option B = £67,797,917

Difference = £43,563

In summary, of the two Options set out in this Appendix, Option B is the more straightforward as it doesn't generate anomalies that require a review of the grade boundaries in the pay scale. However, it would mean that a number of scale points in the new pay scale would not be used and would leave some big gaps between grades.

Option A is less straightforward to implement but is more beneficial to employees on lower grades. The complexity arises, as set out in the Appendix, because to avoid anomalies it is necessary to review grade boundaries and decide upon adjustments to the structure of the pay scale. Implementing Option A and making the adjustments suggested in the Appendix attracts an overall additional cost of implementation estimated to be approximately £60,988.

## **Impact upon the job evaluation scheme**

We currently use our own locally agreed points to grading scheme for the GLPC Job Evaluation (JE) Scheme, which differs slightly from the one set out by London Councils. This currently includes Scale 1a and Scale 1b, which are proposed to be combined into a new Scale 1. There are no currently 'live' roles which are evaluated on Scale 1a. Indeed, the last role to be evaluated at this level was well in excess of ten years ago, so it is fairly safe to assume that this type of role has become obsolete. There is therefore no need to make any distinction between roles evaluated at the range for the previous Scales 1a and 1b. There is only one current role evaluated at Scale 1b. The proposed points range for the new Scale 1 is the same as the current Scale 1b (234 to 285). No other changes are proposed. There would be no adverse impact upon current employees and / or the grade of current roles, or upon the evaluation of future roles.

The table overleaf shows the proposed new points to grading table.

<b>JE POINTS</b>	<b>GRADE</b>	<b>Anchor Point</b>
234 - 285	Scale 1	2
286 - 338	Scale 2	4
339 - 379	Scale 3	6
380 - 419	Scale 4	9
420 - 461	Scale 5	13
462 - 496	Scale 6	18
497 - 533	SO1	23
534 - 558	SO2	27
559 - 585	PO1	29
586 - 610	PO2	32
611 - 637	PO3	35
638 - 662	PO4	39
663 - 689	PO5	42
690 - 714	PO6	45
715 - 773	PO7	48
774+	PO8	52