

# **Unified Reward Structure**

**Learning Network Inspector's Meeting**

**17 October 2013**

**Graham Thurston**

# Key messages

- Management & Headteacher's update (9 October 2013 – Schools Circular)
- Explain a little more detail about the project
- Ask schools how they want to be involved in the process
- Questions

# The Purpose of the project

To design, develop and implement a new pay and grading structure for the council, including reviewing terms and conditions to ensure that the employment proposition is fair, consistent and meets the needs of the organisation

# The Council's Reward Vision...

- Reward arrangements that are fair, consistent and straightforward
- Fewer number of grades in the council
- New grades aligned to market pay rates
- No automatic incremental progression
- Local pay bargaining – replacing national pay bargaining
- Modern allowances and additional payments
- Planned implementation from April 2015

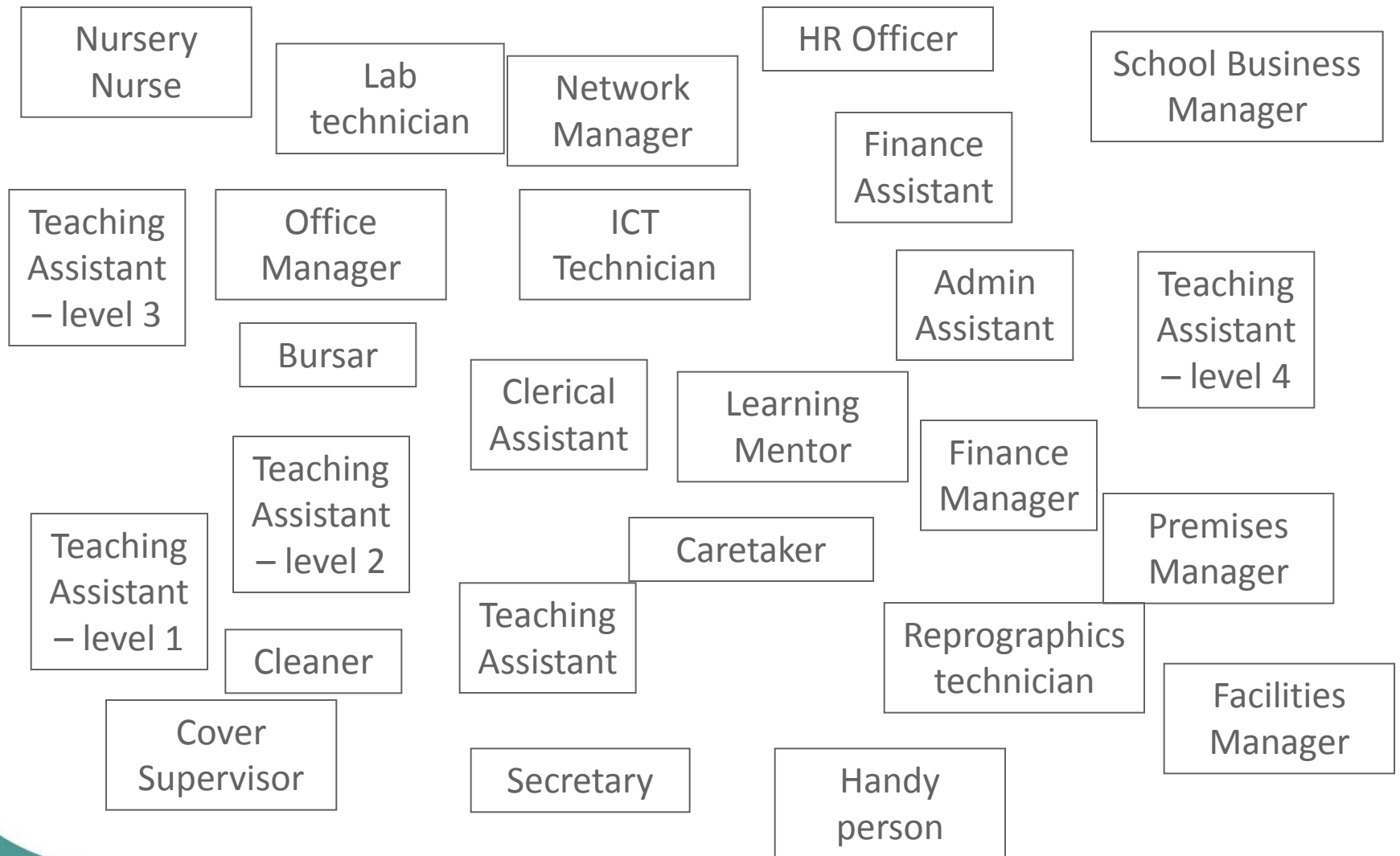
# Why are we doing this?

- Improve fairness and consistency in pay practice
- Improve equality robustness
- Modernise outdated allowances
- Ability to recruit and retain
- Take control of our pay arrangements rather than be part of prescribed national pay bargaining

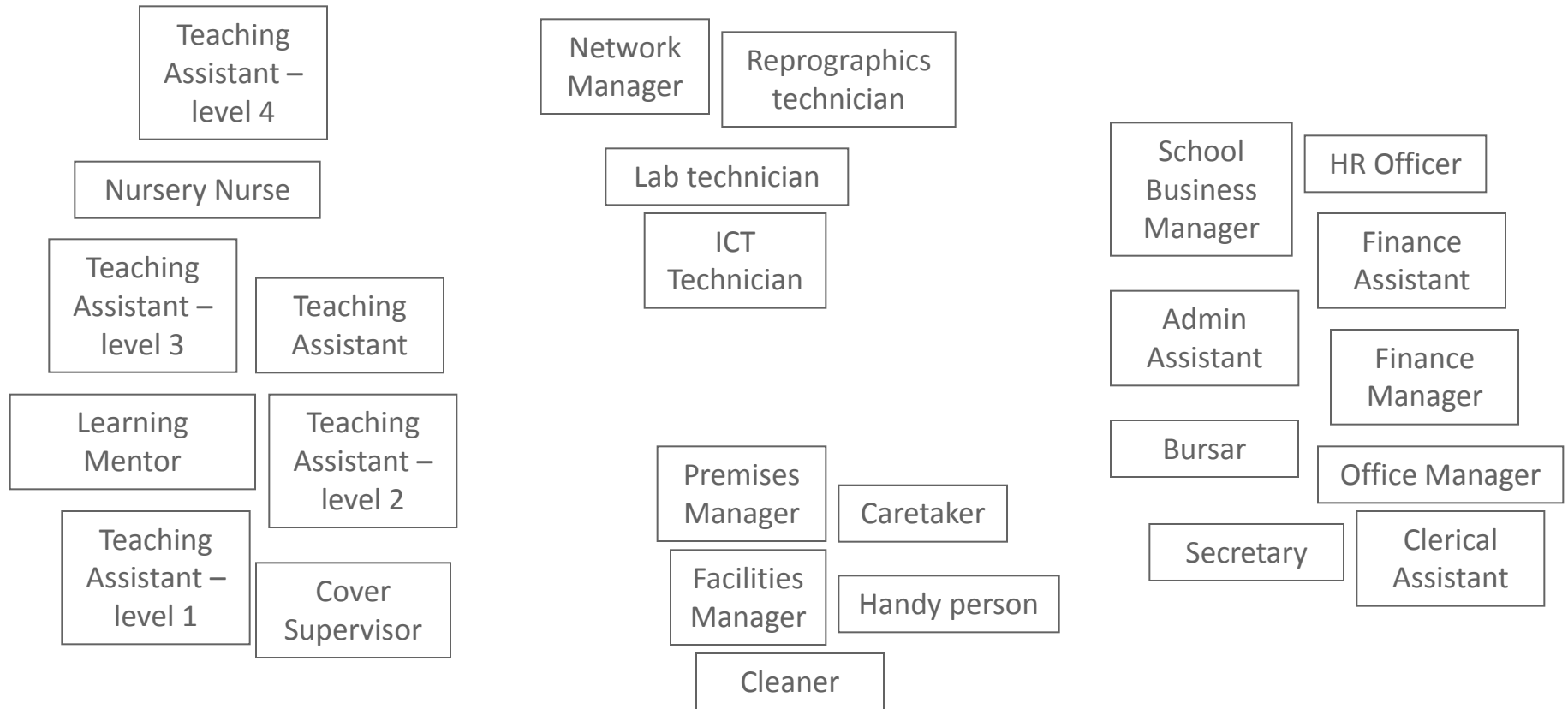
# Job families

- Generic role profiles grouped by common characteristics, for schools we're proposing:
  - Teaching Assistants
  - Curriculum and Resource Support
  - Facilities services
  - School business services
- These are currently being drafted based on current JDs and national role profiles – want to engage with schools to finalise the design and content

# Job families - example



# Job families - example





# Job families – example

9	Level 4		Level 6		
8	Level 3		Level 5		
7	Level 2	Level 4	Level 4		
6	Level 1	Level 3	Level 3	Level 4	
5		Level 2	Level 2	Level 3	
4		Level 1	Level 1	Level 2	
3				Level 1	
Grade	Teaching Assistants	C&RS	SBS	Facilities	?

# Scope

## Included:

- All directly employed Council employees
- All non-teaching staff in community schools

## Excluded:

- Teachers
- Soulbury
- Non-teaching staff in non-community schools

# Next steps...

- Finalise job families for across all services including schools – school engagement
- Update job descriptions, person specifications and complete a short 'supplementary information form'
- Job matching panels in the new year
- Communications – I plan regular updates to keep managers, headteachers, employees, unions and governors and council members up to date

# Job families – Questions?

- School participation and engagement – how do you want to be involved? Small working party made up from a few schools?
- Costs?