

Senior Management Team Remuneration and Performance Review

Appendix 2

Appendix 2 details the agreed pay award for staff employed under the national "Green Book" conditions of service and is included **for comparison purposes only**.

Support services staff under the Buckinghamshire and Milton Keynes Fire Authority scheme of conditions of service were part of an Equal Pay audit and full review of pay and benefits concluding in May 2014, with outcomes introduced from September 2014.

A new salary and grading structure was introduced. Allowances were streamlined and comparison was undertaken against the market. Time based increments were removed; therefore there has been no specific 'annual' salary review for 2014. However a pay modelling exercise is underway to determine future review mechanisms and options.

Nationally agreed pay award

For the period 2015/16, staff under the National Joint Council for Local Government Services, known as the national "Green Book", were recently awarded a 2.20% pay rise effective from 1 January 2015. The pay award covers a two year period.

Details of the award are below:

National Joint Council for Local Government Services
Employers' Secretary:
Sarah Messenger
Local Government House, Smith Square London, SW1P 3HZ
Tel: 020 7187 7373 Fax: 020 7664 3030

To: Chief Executives in England, Wales and N Ireland (copies for the Finance Director and HR Director) Members of the National Joint Council

14 November 2014

Dear Chief Executive,

2014-16 PAY SCALES & ALLOWANCE

Agreement has now been reached on rates of pay applicable from 1 January 2015. The new rates are attached at Annex 1.

Details of the non-consolidated payments to be paid in December 2014 (SCPs 5-49 only) and in April 2015 (SCPs 26-49 only) are attached at Annex 2.

The new rates for allowances up-rated in line with the pay increase of 2.20% are also set out at Annex 3.

It has been agreed that Spinal Column Point 5 (SCP5) will be deleted with effect from 1 October 2015. Therefore, employees on SCP5 shall progress to SCP6 on 1 October 2015.

Executive Committee (Item 9), 4 February 2015

NJC future work

Both sides recognise that local government is undergoing a period of unprecedented change. The way that public services are designed and delivered is evolving at a rapid pace and against this background the NJC agrees that councils and their workforces need collective agreement that:

- Reward employees fairly and recognise the diverse needs of the workforce
- Attract, retain and train people with the skills needed for the future
- Enable local service providers to react more quickly to changing circumstances
- Facilitate effective partnership working and collaboration across organisations
- Remove or modify existing barriers to ensure employees can move more easily between different public sector employers

The NJC remains committed to national collective bargaining and aims to ensure that the bargaining machinery can reflect and support new ways of working. The NJC will focus on producing outputs that are relevant, fair and beneficial to both employers and those employed to provide public services.

Yours sincerely

Sarah Fiona Messenger