

Report for:	<b>Shadow Executive</b>
Meeting Date:	<b>12 November 2019</b>

<b>Title of Report:</b>	<b>Buckinghamshire Council Main Payscale and Terms &amp; Conditions</b>
Shadow Portfolio Holder	Cllr Katrina Wood
Responsible Officer	Sarah Murphy-Brookman
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<b>Recommendations:</b>	<p><b>The paper recommends:</b></p> <ul style="list-style-type: none"> <li><b>The Pay Scale and Terms and Conditions for Buckinghamshire Council</b></li> </ul>
Corporate Implications:	<p>Buckinghamshire Council is a new legal entity that requires its own pay and terms and conditions to be in place and operational for Vesting Day.</p> <p>This paper recommends pay arrangements and terms and conditions for roles at Tiers 4 and below.</p> <p>The Buckinghamshire Council Pay arrangements and Terms and Conditions are a 'must have' which other activities are dependent upon:</p> <ul style="list-style-type: none"> <li>The SAP build for the pay scale and T&amp;Cs needs to commence in December 2019 to be ready for Vesting Day.</li> <li>From 1 Jan 2020 those roles with an expected start date after 1 April 2020 will need to be advertised on the new pay scale and with Buckinghamshire Council Terms and Conditions.</li> </ul>
Financial Implications	The proposals are cost neutral in the medium term and require no additional funding.
Legal Implications	The proposals assume compliance with TUPE; that contractual terms are honoured and any future change and transformation processes are fairly consulted upon in compliance with employment law.
Options: (If any)	None

Reason:	-
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***Please note that there are is a confidential appendix relating to this item which is exempt by virtue of Paragraph 3 of Part 1 of schedule 12A of Local Government Act 1972 because it contains information relating to the financial of business affairs of any particular person (including the authority holding that information).***

## **1. Purpose of Report**

- 1.1 The Implementation Plan for the new Council has committed to a 'must have' of a new main pay scale and terms and conditions in place for 1 April 2020. These proposed pay arrangements and T&Cs will apply to staff at Tier 4 and below.
  - 1.2 The HR Leads from the Councils have been consulting with the recognised Unions and Employee Reps about the new Main Pay scale and T&Cs for Buckinghamshire Council (BC) and this process has now reached a conclusion.
  - 1.3 New employees who commence employment on or after 1 April 2020 will be employed on BC pay, terms and conditions. Likewise new roles will also attract BC pay, T&Cs.
  - 1.4 All employees of the current District and County Councils will TUPE transfer to Buckinghamshire Council on their transferring contractual Pay, Terms and Conditions. As part of restructuring and change programmes some employees will move into new roles and these will be on Buckinghamshire Council pay arrangements and Terms and Conditions.
  - 1.5 Should Buckinghamshire Council pay arrangements be less favourable then transferring contractual pay protection arrangements will apply. Where terms and conditions are less favourable then these will also be protected for a year.
  - 1.6 None of these proposals impact schools based staff who have long standing separate pay and conditions arrangements. Arrangements for Tiers 1-3 have previously been agreed and the proposals in this report are consistent with those arrangements.
  - 1.7 Following Shadow Executive agreement the next step will be to inform staff about these arrangements and for the relevant Trade Unions to ballot their members.
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