

Southwark Support Staff Pay Scales March 2024

Briefing Note – “A” Grade Consolidation

1. Background

In April 2019, the National Joint Council for Local Government Services (NJC for LGS – Green Book) launched a remodelled national pay structure. This involved the resetting of spine points after continual erosion of the lowest points due to changes in the National Living Wage, whilst incorporating some new points.

Southwark Council uses the national structure as the basis for the pay structure Grades 1 to 12.

Consequently, Southwark Council had introduced the A grades across grades 6, 7 and 8. This was originally intended to be a short-term arrangement, with a review anticipated by end March 2021, which was delayed due to refocusing during the Covid pandemic.

This delay has led to some employees remaining at the top of their normal grade i.e. 6, 7 or 8.

2. Southwark Council split grades – current

06		06a		07		07a		08	
9	£30,309	15	£33,204	14	£32,700	20	£35,862	20	£35,862
10	£30,771	16	£33,717	15	£33,204	21	£36,423	21	£36,423
11	£31,242	17	£34,239	16	£33,717	22	£36,996	22	£36,996
12	£31,716	18	£34,770	17	£34,239	23	£37,575	23	£37,575
13	£32,205	19	£35,313	18	£34,770	24	£38,166	24	£38,166
14	£32,700			19	£35,313	25	£38,769	25	£38,769
15	£33,204			20	£35,862			26	£39,378
16	£33,717			21	£36,423			27	£40,005

3. Agreement

Southwark Council has agreed, following consultation and engagement with the recognised trade unions (GMB, UNISON and UNITE) to action the following:

- Consolidate the A grades within their respective grades, in the following way (the grey shading shows spine points only achievable through progression within the relevant A grade):

06		07		08	
9	£30,309	14	£32,700	20	£35,862
10	£30,771	15	£33,204	21	£36,423
11	£31,242	16	£33,717	22	£36,996
12	£31,716	17	£34,239	23	£37,575
13	£32,205	18	£34,770	24	£38,166
14	£32,700	19	£35,313	25	£38,769
15	£33,204	20	£35,862	26	£39,378
16	£33,717	21	£36,423	27	£40,005
17	£34,239	22	£36,996	28	£40,389
18	£34,770	23	£37,575	29	£41,286
19	£35,313	24	£38,166	30	£41,967
		25	£38,769		

This consolidation includes retrospective incremental progression for those eligible. This will need to be implemented from **1 April 2024**.

4. School Action

1)	Consolidation of 6/6a, 7/7a, 8/8a grades.
2)	<p><i>On the basis that employees would have progressed through the range, subject to successful performance management:</i></p> <p>a. Work out what point they should be in each of these years:</p> <p>April 2020 – March 2021 April 2021 – March 2022 April 2022 – March 2023 April 2023 – March 2024</p>
3)	Using the TTO calculator, work out their entitlement for each year on the basis of the point they would have progressed to.
4)	Find the difference between what they were actually on and the new calculation on the basis of the consolidated pay grades, to work out what backdated amount is owed to them.

5. Example:

In 2019, employee was on Grade 6, point 16. They have remained on this point until 2024, because this is the top of the grade and there was no natural progression to Grade 6A.

Now:

The employee's pay should be amended as follows (*subject to satisfactory performance management at the time and the assumption that they would have progressed, had they not been top of the grade.*):

April 2020 – progression to point 17

April 2021 – progression to point 18

April 2022 – progression to point 19 – TOP OF CONSOLIDATED GRADE 6 AND 6A, SO NO FURTHER MOVEMENT.

April 2023 – point 19

The term time calculator should be used to calculate for each of these years what the level of pay should be in order to work out any backdated sums.

6. Queries

Please contact: Shereen Moussa, Head of Schools HR

Email: Shereen.moussa@southwark.gov.uk

For general queries, please contact: schoolshr@southwark.gov.uk