

# North York Moors National Park Authority

25 March 2019

## 2019/20 Pay scale

### 1. Purpose of the Report

- 1.1 To inform Members of the amendments made to the Authority's established pay scale to implement the nationally agreed 2019/20 pay award.

### 2. Background

- 2.1 In April 2018, a two year pay award for local government employees was agreed between the trade unions and the National Joint Council for Local Government, covering 2018/19 and 2019/20. The Authority has, since 2000, used the nationally agreed pay spine as the basis for its own locally agreed pay scale. The Authority has also adopted the nationally agreed pay awards each year (when these have occurred).
- 2.2. The pay award for 2018/19 was relatively straightforward and saw the adjustment of the existing pay spine, albeit by varying amounts, from 9% in the lower grades to 2% in Grade D and above.
- 2.3. The pay award for 2019/20 is more complex, involving a restructure of the national pay spine to take full account of the Living Wage from April 2019 onwards. This resulted in the national pay spine no longer being fully compatible with the Authority's locally agreed pay scale, so Officers have sought to make minor amendments to rectify this.
- 2.5 In seeking a solution that deals effectively with these changes, two principles have been followed:
- that the implementation of the new pay award and the adoption of a new pay scale should not leave any employee worse off than they would have been under the 'old' pay structure;
  - that the solution should be affordable within the provisional budgets agreed by Members for 2019/20.

### 3. Consultation and Revised Pay Scale

- 3.1 Officers mapped the new national pay spine onto the Authority's existing pay scale and have made a number of minor adjustments, particularly to Grades A, B and C (**see Appendix 1**). This has included not using a number of pay points from the nationally agreed pay spine. The purpose of these changes was to ensure that there was a broadly similar level of incremental progression within the lower grades and the principle of a lower and an upper band within in each grade was retained.
- 3.2. The changes to the Authority's pay scale have been discussed with UNISON full time representatives who raised no objections. The issue has also been discussed at the Authority's Joint Consultative Forum, again with no objections being raised.
- 3.3 Officers have written to all staff letting them know about the changes to the Authority's pay structure with effect from 1 April.

4. **Financial Implications**

- 4.1 When the pay award was agreed in April 2018, Officers budgeted for the increases and Members have approved draft budgets with these figures included. The amendments to the locally agreed pay scale have not resulted in any additional expenditure.

5. **Legal and Sustainability Implications**

- 5.1 There are no legal or sustainability implications resulting from this report.

6. **Recommendation**

- 6.1 That Members note the contents of this report and the revisions made to the Authority's pay scale.

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**Background documents to this report**

1. Letter from NJC Joint Secretaries April 2018 confirming pay award.  
[http://www.emcouncils.gov.uk/write/LGS\\_Pay\\_2018-19.pdf](http://www.emcouncils.gov.uk/write/LGS_Pay_2018-19.pdf)

NORTH YORK MOORS NATIONAL PARK AUTHORITY

PAY SCALES

April 2019 PAY AWARD

SALARIES AT 1 April 2019

| New SCP | Annual Salary | A | B | C | D | E | F | G | H      | I      | POINTS  |
|---------|---------------|---|---|---|---|---|---|---|--------|--------|---------|
| 49      | 51361         |   |   |   |   |   |   |   |        | 51,361 |         |
| 48      | 50392         |   |   |   |   |   |   |   |        | 50,392 |         |
| 47      | 49441         |   |   |   |   |   |   |   |        | 49,441 |         |
| 46      | 48473         |   |   |   |   |   |   |   |        | 48,473 |         |
| 45      | 47504         |   |   |   |   |   |   |   |        | 47,504 |         |
| 44      | 46558         |   |   |   |   |   |   |   |        | 46,558 |         |
| 43      | 45591         |   |   |   |   |   |   |   |        | 45,591 |         |
| 42      | 44632         |   |   |   |   |   |   |   |        | 44,632 | 700+    |
| 41      | 43662         |   |   |   |   |   |   |   | H      | 43,662 |         |
| 40      | 42683         |   |   |   |   |   |   |   | G      | 42,683 |         |
| 39      | 41675         |   |   |   |   |   |   |   | 41,675 | 41,675 |         |
| 38      | 40760         |   |   |   |   |   |   |   | 40,760 | 40,760 |         |
| 37      | 39782         |   |   |   |   |   |   |   | 39,782 | 39,782 |         |
| 36      | 38813         |   |   |   |   |   |   |   | 38,813 | 38,813 |         |
| 35      | 37849         |   |   |   |   |   |   |   | 37,849 | 37,849 |         |
| 34      | 36876         |   |   |   |   |   |   |   | F      | 36,876 | 650-699 |
| 33      | 35934         |   |   |   |   |   |   |   | 35,934 | 35,934 |         |
| 32      | 34788         |   |   |   |   |   |   |   | 34,788 | 34,788 |         |
| 31      | 33799         |   |   |   |   |   |   |   | E      | 33,799 | 575-649 |
| 30      | 32878         |   |   |   |   |   |   |   | 32,878 | 32,878 |         |
| 29      | 32029         |   |   |   |   |   |   |   | D      | 32,029 |         |
| 28      | 31371         |   |   |   |   |   |   |   | 31,371 | 31,371 |         |
| 27      | 30507         |   |   |   |   |   |   |   | 30,507 | 30,507 |         |
| 26      | 29636         |   |   |   |   |   |   |   | 29,636 | 29,636 |         |
| 25      | 28785         |   |   |   |   |   |   |   | 28,785 | 28,785 | 520-574 |
| 24      | 27905         |   |   |   |   |   |   |   | 27,905 | 27,905 |         |
| 23      | 26999         |   |   |   |   |   |   |   | C      | 26,999 | 485-519 |
| 22      | 26317         |   |   |   |   |   |   |   | 26,317 | 26,317 | 450-484 |
| 20      | 25295         |   |   |   |   |   |   |   | 25,295 | 25,295 |         |
| 18      | 24313         |   |   |   |   |   |   |   | 24,313 | 24,313 |         |
| 16      | 23369         |   |   |   |   |   |   |   | 23,369 | 23,369 |         |
| 15      | 22911         |   |   |   |   |   |   |   | 22,911 | 22,911 |         |
| 13      | 22021         |   |   |   |   |   |   |   | 22,021 | 22,021 |         |
| 11      | 21166         |   |   |   |   |   |   |   | B      | 21,166 | 420-449 |
| 9       | 20344         |   |   |   |   |   |   |   | 20,344 | 20,344 |         |
| 8       | 19945         |   |   |   |   |   |   |   | 19,945 | 19,945 |         |
| 7       | 19554         |   |   |   |   |   |   |   | 19,554 | 19,554 |         |
| 6       | 19171         |   |   |   |   |   |   |   | 19,171 | 19,171 |         |
| 5       | 18795         |   |   |   |   |   |   |   | A      | 18,795 | 355-419 |
| 4       | 18426         |   |   |   |   |   |   |   | 18,426 | 18,426 |         |
| 3       | 18065         |   |   |   |   |   |   |   | 18,065 | 18,065 |         |
| 2       | 17711         |   |   |   |   |   |   |   | 17,711 | 17,711 |         |
| 1       | 17364         |   |   |   |   |   |   |   | 17,364 | 17,364 |         |

|    |       |
|----|-------|
| 21 | 25801 |
| 19 | 24799 |
| 17 | 23836 |
| 14 | 22462 |
| 12 | 21589 |
| 10 | 20751 |