

## Changes to the support staff pay structure agreed

Union members have voted to accept the proposed changes to the County Council's pay structure which we shared with you in December. Thank you to everyone who took the time to vote or feedback to us directly. We can now make the changes, including pay awards, in time for April 2019 pay.

### A reminder of what will change and why

The changes are needed because of increases to the National Living Wage and resulting changes to the national spinal column points (SCPs) the Council uses to construct its local [salary scales](#). In summary:

- The changes impact on Scales A-J.
- Some salary scales have fewer pay points and others have new ones added.
- We use local pay points for Scales K-S, so these are not impacted.

### Pay structure from 1 April 2019

Existing scales and SCPs			New scales and SCPs from 1 April 2019			
NCC Scales	Old SCP number	Salary		New SCP number	Salary	Pay increase 1 April 2019
Scale A	6	£16,394	→	1	£17,364	5.9%
Scale B	7	£16,495	→	2	£17,711	7.4%
	8	£16,626	→			6.5%
	9	£16,755	→			5.7%
Scale C	10	£16,863	→	3	£18,065	7.1%
	11	£17,007	→			6.2%
	12	£17,173	→	4	£18,426	7.3%
	13	£17,391	→			6.0%
Scale D	14	£17,681	→	5	£18,795	6.3%
	15	£17,972	→			4.6%
	16	£18,319	→	6	£19,171	4.7%
	17	£18,672	→			2.7%
Scale E	18	£18,870	→	7	£19,554	5.7%
	19	£19,446	→	8	£19,945	2.6%
	20	£19,819	→	9	£20,344	2.6%
				10 (new)	£20,751	
	21	£20,541	→	11	£21,166	3.0%
Scale F	22	£21,074	→	12	£21,589	2.4%
				13 (new)	£22,021	
	23	£21,693	→	14	£22,462	3.5%
	24	£22,401	→	15	£22,911	2.3%
				New scp 16 not used		
	25	£23,111	→	17	£23,836	3.1%
Scale G				18 (new)	£24,313	
	26	£23,866	→	19	£24,799	3.9%
	27	£24,657	→	20	£25,295	2.6%
				21 (new)	£25,801	
	28	£25,463	→	22	£26,317	3.4%

Scale H	29	£26,470	→	23	£26,999	2.0%
	30	£27,358	→	24	£27,905	2.0%
	31	£28,221	→	25	£28,785	2.0%
Scale I	32	£29,055	→	26	£29,636	2.0%
	33	£29,909	→	27	£30,507	2.0%
	34	£30,756	→	28	£31,371	2.0%
Scale J	35	£31,401	→	29	£32,029	2.0%
	36	£32,233	→	30	£32,878	2.0%
	37	£33,136	→	31	£33,799	2.0%
<b>Key</b>						
→		Arrows show assimilation from old to new SCPs as required under the national pay award agreement				

### **A reminder of the impact on schools and academies**

The NCC salary scales apply to support staff in Norfolk maintained schools, so the changes will automatically apply to them.

Some academies use the NCC salary scales so will need to decide whether to use the revised scales or do something different. There may be some obligation in relation to TUPE protected staff in academies.

Suffolk County Council will be going through the same process as NCC. Academy trust customers who have staff in Suffolk academies who remain aligned to Suffolk pay grades will need to consider those new arrangements. Advice is available from the HR Consultancy team if you purchase this from Educator Solutions.

### **Next steps for school leaders**

Please tell your team members that the pay structure has been agreed and explain the impact on their salary and incremental progression through their scale, especially staff in jobs graded scales A-G.

### **Further information**

Please email any questions or requests for information to [HRenquiry@educatorsolutions.org.uk](mailto:HRenquiry@educatorsolutions.org.uk).