

## Salford City Council



### LOCAL COLLECTIVE AGREEMENT – SALFORD COUNCIL PAY MODEL 2023

#### **PARTIES:**

This agreement is made between:

Salford City Council ('the Employer')

and

UNISON, GMB and UNITE trade unions ('the Joint Trade unions')

Together 'the Parties' hereby enter into this Agreement.

#### **WHEREAS:**

- (i) The Joint Trade Unions are recognised trade unions entitled to conduct collective bargaining on behalf of employees employed by the Employer;
- (ii) The Parties enter into this Collective Agreement in accordance with S.178 of the Trade Union and Labour Relations (Consolidation) Act 1992;
- (iii) The Parties intend this agreement to be a legally enforceable contract.

#### **EMPLOYEES WITHIN SCOPE OF THE REVIEW:**

This agreement applies to all employees employed under terms and conditions negotiated by:

- The National Joint Council (NJC) for Local Government Services including support staff employed by controlled and voluntary controlled schools.
- The Joint Negotiating Committee for Local Government Chief Officers.
- The Joint Negotiating Committee for Local Government Chief Executives.

This agreement does not apply to employees on terms and conditions negotiated by the:

- Joint Negotiating Committee for Local Authority Craft and Associated Employees.
- Joint Negotiating Committee for Youth and Community Workers.
- Staff employed on Soulbury terms and conditions.
- Teachers.
- Support staff employed by voluntary aided schools or academies.
- Employees who have transferred to Salford City Council from other organisations under the Transfer of Undertakings (Protection of Employment) Regulations 2008 (TUPE).

## **BACKGROUND:**

Significant challenges have recently been felt across all sectors regarding recruitment and retention of high-quality staff. This is for several reasons, including the impact of the COVID-19 pandemic and an unstable economic climate. The employer has not been immune to these challenges and has experienced a marked increase year on year in staff turnover as well as problems filling vacancies, particularly for specialist positions and senior officer posts which in turn is having a detrimental impact on service delivery as it affects the capacity and capability to deliver quality services for residents and businesses.

These problems have been exacerbated by the offering of more competitive pay rates by similar and neighbouring local authorities, leading to many staff seeking similar positions elsewhere. Additionally, the Employer's exemplary commitment to being a Foundation Living Wage employer, whilst pertinent, has presented an issue for fair pay with the erosion in differentials between pay levels as living wage rates have increased on an annual basis.

To rectify these issues, it was agreed that formal discussions with the joint trade unions should commence to review and refresh the current pay structures and pay line in its entirety with a clear focus on fair and equitable pay across the organisation. This review has been undertaken over the past number of months with a range of evidence-led processes being incorporated into the work to ensure robust analysis in reaching a conclusion.

Joint discussions have now reached a conclusion with all parties comfortable with the proposed model which has been put forward for formal consultation with staff members via the recognised trade unions. It is testimony to this joint approach that a unanimous positive recommendation was agreed and put forward by the Joint Trade Unions for their members to accept the proposals. Consultation on the proposed pay model has now been concluded with an overwhelmingly positive response with 97% voting to accept the revised new pay model.

## **AGREED LOCAL PAY MODEL:**

Through collective bargaining, the parties have agreed the local pay model at Appendix 1 of this agreement. In line with the agreed key principles for the review the revised model addresses issues appertaining to pay differentials, reduces overlap between grades, incorporates the foundation living wage increase with £10.90 as the minimum pay rate, includes the 2022 national pay award offer, and addresses the issue of comparability and ability to offer competitive salaries at all levels. The review and revised model incorporates the pay line in its entirety across all grades and guarantees no reduction in pay rates whilst maintaining the integrity of the job evaluation schemes. This approach has ensured that the model is fair, equitable and equal pay compliant as evidenced by the equal pay audit and equality impact assessment.

It is further agreed that employees within the scope of this agreement will assimilate to the new model on a 'like for like' basis.

### **AGREED AMENDMENT TO LOCAL LEAVE POLICY ARRANGEMENTS**

Separate to the arrangements relating to the revised pay model it is also agreed to amend the locally agreed policy relating to annual leave with effect from 1<sup>st</sup> April 2023 to implement the nationally determined award of one additional day's leave to all staff covered by this policy. This will not apply to teachers or those under the JNC for Youth & Community for whom different terms and conditions including annual leave arrangements apply.

### **EFFECTIVE DATE:**

The effective date for implementation of the revised pay model at Appendix 1 of this agreement is 1<sup>st</sup> April 2023.

### **SIGNATORIES:**

**Samantha Betts, Assistant Director HR/OD  
(Employer Side Joint Secretary)**

**Date**

**Salford City Council**

---

**Steve North, Full Time Officer  
(Staff Side Joint Secretary)**

---

**Date**

**UNISON**