

COLLECTIVE AGREEMENT

BETWEEN

CHESTERFIELD BOROUGH COUNCIL

('The Council')

and

UNISON

and

Unite

and

GMB

(Together 'The Parties')

1. **PURPOSE**

- 1.1 This document is a collective agreement between Chesterfield Borough Council and its recognised Trade Unions, UNISON, Unite and GMB.
- 1.2 It concerns the implementation of the two year pay award for 1 April 2018 to 31 March 2020 agreed by the National Joint Council for Local Government Services on 10 April 2018 (**Appendix 1**)

2. **SCOPE**

- 2.1 This agreement applies to all staff employed on NJC terms and conditions.
- 2.2 Under the Council's conditions of employment the terms and conditions of any local collective agreement negotiated between the Council and its recognised trade Unions are automatically incorporated into the contracts of employment of each employee who is subject to that agreement.
- 2.3 The terms set out in this agreement will supersede any existing pay and grading arrangements for all employees within scope.

3. **AGREED TERMS**

New Pay Spine

- 3.1 The new applicable pay spine and grading structure which will apply with effect from 1 April 2019 is attached at **Appendix 2**.
- 3.2 All staff within scope will be assimilated to the new pay spine with effect from 1 April 2019.
- 3.3 Assimilation to the new pay spine will be undertaken prior to any incremental progression being applied with effect from 1 April 2019.

Duly authorised for and on behalf of the Council

Signature Date:

Name

Title

Duly authorised for and on behalf of UNISON

Signature Date:

Name

Title

Duly authorised for and on behalf of Unite

Signature Date:

Name

Title

Duly authorised for and on behalf of GMB

Signature Date:

Name

Title

National Joint Council for Local Government Services

Employers' Secretary:

Simon Pannell

Trade Union Secretaries

Rehana Azam, GMB

Jim Kennedy, Unite

Heather Wakefield, UNISON

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To: Chief Executives in England, Wales and N Ireland

**(Copies for the Finance Director and HR Director) Members of the
National Joint Council**

10 April 2018

Dear Chief Executive,

2018 and 2019 PAYSCALES & ALLOWANCES

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2018** and **1 April 2019**.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award should now be implemented.

The new pay rates are attached at **Annex 1**.

The new rates for allowances up-rated by two per cent in each year are set out at **Annex 2**.

Yours sincerely

Simon Pannell

Rehana Azam

Jim Kennedy

Heather Wakefield

Joint Secretaries

ANNEX 1

SCP	1 April 2017		1 April 2018		1 April 2019			Old SCP[s]
	£ per annum	£ per hour*	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*	
6	£15,014	£7.78	£16,394	£8.50	1	£17,364	£9.00	6/7
7	£15,115	£7.83	£16,495	£8.55				
8	£15,246	£7.90	£16,626	£8.62	2	£17,711	£9.18	8/9
9	£15,375	£7.97	£16,755	£8.68				
10	£15,613	£8.09	£16,863	£8.74	3	£18,065	£9.36	10/11
11	£15,807	£8.19	£17,007	£8.82				
12	£16,123	£8.36	£17,173	£8.90	4	£18,426	£9.55	12/13
13	£16,491	£8.55	£17,391	£9.01				
14	£16,781	£8.70	£17,681	£9.16	5	£18,795	£9.74	14/15
15	£17,072	£8.85	£17,972	£9.32				
16	£17,419	£9.03	£18,319	£9.50	6	£19,171	£9.94	16/17
17	£17,772	£9.21	£18,672	£9.68				
18	£18,070	£9.37	£18,870	£9.78	7	£19,554	£10.14	18
19	£18,746	£9.72	£19,446	£10.08	8	£19,945	£10.34	19
20	£19,430	£10.07	£19,819	£10.27	9	£20,344	£10.54	20
					10	£20,751	£10.76	
21	£20,138	£10.44	£20,541	£10.65	11	£21,166	£10.97	21
22	£20,661	£10.71	£21,074	£10.92	12	£21,589	£11.19	22
					13	£22,021	£11.41	
23	£21,268	£11.02	£21,693	£11.24	14	£22,462	£11.64	23
24	£21,962	£11.38	£22,401	£11.61	15	£22,911	£11.88	24
					16	£23,369	£12.11	
25	£22,658	£11.74	£23,111	£11.98	17	£23,836	£12.35	25
					18	£24,313	£12.60	
26	£23,398	£12.13	£23,866	£12.37	19	£24,799	£12.85	26
27	£24,174	£12.53	£24,657	£12.78	20	£25,295	£13.11	27
					21	£25,801	£13.37	
28	£24,964	£12.94	£25,463	£13.20	22	£26,317	£13.64	28
29	£25,951	£13.45	£26,470	£13.72	23	£26,999	£13.99	29
30	£26,822	£13.90	£27,358	£14.18	24	£27,905	£14.46	30
31	£27,668	£14.34	£28,221	£14.63	25	£28,785	£14.92	31
32	£28,485	£14.76	£29,055	£15.06	26	£29,636	£15.36	32
33	£29,323	£15.20	£29,909	£15.50	27	£30,507	£15.81	33
34	£30,153	£15.63	£30,756	£15.94	28	£31,371	£16.26	34
35	£30,785	£15.96	£31,401	£16.28	29	£32,029	£16.60	35
36	£31,601	£16.38	£32,233	£16.71	30	£32,878	£17.04	36
37	£32,486	£16.84	£33,136	£17.18	31	£33,799	£17.52	37
38	£33,437	£17.33	£34,106	£17.68	32	£34,788	£18.03	38
39	£34,538	£17.90	£35,229	£18.26	33	£35,934	£18.63	39
40	£35,444	£18.37	£36,153	£18.74	34	£36,876	£19.11	40
41	£36,379	£18.86	£37,107	£19.23	35	£37,849	£19.62	41
42	£37,306	£19.34	£38,052	£19.72	36	£38,813	£20.12	42
43	£38,237	£19.82	£39,002	£20.22	37	£39,782	£20.62	43
44	£39,177	£20.31	£39,961	£20.71	38	£40,760	£21.13	44
45	£40,057	£20.76	£40,858	£21.18	39	£41,675	£21.60	45
46	£41,025	£21.26	£41,846	£21.69	40	£42,683	£22.12	46
47	£41,967	£21.75	£42,806	£22.19	41	£43,662	£22.63	47
48	£42,899	£22.24	£43,757	£22.68	42	£44,632	£23.13	48
49	£43,821	£22.71	£44,697	£23.17	43	£45,591	£23.63	49

*hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

1 April 2018	1 April 2019
£35.37	£36.08

RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2018 and 1 APRIL 2019 (FORMER APT&C AGREEMENT (PURPLE BOOK))

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 April 2018	1 April 2019
£1,264	£1,289

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2018	1 April 2019
£205	£209

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2018	1 April 2019
£149	£152

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2018	1 April 2019
£857	£874

Outer Fringe Area:

1 April 2018	1 April 2019
£597	£609

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2018	1 April 2019
£28.46	£29.03

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2018	1 April 2019
£857	£874

Outer Fringe Area:

1 April 2018	1 April 2019
£597	£609

Current SCP	1/4/18	Current band	New SCP	1/4/19	£ per hr	New band
6*	16,394	1	1	17,364		1
7*	16,495	2			9.00	
8*	16,626	2	2	17,711	9.18	2
9*	16,755	2				
10*	16,863	3	3	18,065	9.36	3
11	17,007	3				
12	17,173	3	4	18,426	9.55	
13	17,391	3				
14	17,681	4	5	18,795	9.74	4
15	17,972	4				
16	18,319	4	6	19,171	9.94	
17	18,672	4				
18	18,870	5	7	19,554	10.14	5
19	19,446	5	8	19,945	10.34	
20	19,819	5	9	20,344	10.54	
			10	20,751	10.76	
21	20,541	5	11	21,166	10.97	
22	21,074	6	12	21,589	11.19	not in use
			13	22,021	11.41	6
23	21,693	6	14	22,462	11.64	
24	22,401	6	15	22,911	11.88	
			16	23,369	12.11	
25	23,111	6	17	23,836	12.35	
			18	24,313	12.60	
26	23,866	7	19	24,799	12.85	7
27	24,657	7	20	25,295	13.11	
			21	25,801	13.37	
28	25,463	7	22	26,317	13.64	
29	26,470	7	23	26,999	13.99	
30	27,358	8	24	27,905	14.46	8
31	28,221	8	25	28,785	14.92	
32	29,055	8	26	29,636	15.36	
33	29,909	8	27	30,507	15.81	
34	30,756	9	28	31,371	16.26	9
35	31,401	9	29	32,029	16.60	
36	32,233	9	30	32,878	17.04	
37	33,136	10	31	33,799	17.52	10
38	34,106	10	32	34,788	18.03	
39	35,229	10	33	35,934	18.63	
40	36,153	10	34	36,876	19.11	
41	37,107	11	35	37,849	19.62	11
42	38,052	11	36	38,813	20.12	
43	39,002	11	37	39,782	20.62	
44	39,961	11	38	40,760	21.13	
45	40,858	12	39	41,675	21.60	12
46	41,846	12	40	42,683	22.12	
47	42,806	12	41	43,662	22.63	
48	43,757	12	42	44,632	23.13	
49	44,697	13	43	45,591	23.63	13
50	45,596	13	44	46,508	24.11	
51	46,533	13	45	47,464	24.60	

52	47,446	14	46	48,395	25.08	14
53	48,380	14	47	49,348	25.58	
54	49,296	14	48	50,282	26.06	
55	50,217	14	49	51,221	26.55	