

## Replacing BG1-15 – design principles

- 1. Grades:**
  - a. Will cover from the UK Living Wage (Living Wage Foundation) to TP1.
  - b. Will be fewer than 15 in number.
  - c. Will not overlap.
  - d. Will not have large pay gaps between them.
- 2. Points-to-pay:**
  - a. Will be more even than at present – ie, each grade will cover roughly the same number of job evaluation points.
- 3. Pay points:**
  - a. Will explore the use of an appointment rate / competence rate model.
  - b. Will continue to use specific NJC Spinal Column Points.
  - c. Will not include an Uplift Band equivalent (market pay supplements may continue to be used where necessary).
- 4. Pay progression:**
  - a. Will normally take place within 12 months of an employee's start date in the job, unless there is clear evidence that would not justify it.
- 5. Pay awards:**
  - a. Living Wage Foundation and NJC pay awards will continue to be honoured.
- 6. Job evaluation:**
  - a. Will continue to use the Greater London Provincial Council (GLPC) job evaluation scheme.
  - b. Will not require a complete re-evaluation of all jobs, though many JEQs will need to be updated and evaluated.
  - c. Will need a consistent approach to career grades.
- 7. Aspiration:**
  - a. For the new system to be implemented for centrally-employed staff from 1<sup>st</sup> April 2018.
  - b. For more staff to be paid at or above the median pay for Bristol than are paid below it (ie, £23,812 per year pro rata as at April 2016 (Office for National Statistics Annual Survey of Hours and Earnings)).
- 8. Cost (including any transitional arrangements):**
  - a. Will be affordable overall within the Medium Term Financial Strategy.
- 9. Implementation:**
  - a. Will include transitional arrangements as appropriate.
  - b. May be later for non-teaching staff at schools where the Council is the employer in law.
  - c. All employees will be issued with new contractual documentation.
- 10. Agreement:**
  - a. Will be subject to equalities impact assessment, legal advice on all sides and trade union ballots.
  - b. Will be enshrined in a local collective agreement.