

## Consultation feedback on JNC Pay and Grading Proposals

Proposal	Suggestions	Comments
<b>Pay Structure</b>	<p>If the Council wishes to remain competitive in JNC pay it is therefore going to have to relax its traditional antagonism to short term and consultancy style contracts.</p> <p>Pay bands too narrow and should consider 2/3 bands with between 33% - 50% span</p> <p>New salary structure for the grades based on market intelligence and need to save money</p>	<p>No articulation of number roles needed to deliver the future council even though demand on leadership is increasing.</p> <p>Would want to see the analysis that led to this design and benchmarking should be shared.</p> <p>Need assurance a review of the competitiveness of the JNC pay offer has been carried out.</p> <p>May foster growth in non-permanent employment options with two JNC appointments consciously changing employment route so not to be affected.</p> <p>How does a four grade structure promote succession with large gaps between grades?</p> <p>Four band structure should be supported and is a positive step.</p> <p>Consideration should be given to the gap between NJC and JNC pay structures to maintain a significant gap between them given the additional level of responsibility at AD level.</p> <p>What does contractual flexibility to allow growth within grade mean?</p> <p>Need reassurance of consistency in roles and responsibilities</p> <p>More information defining differences between AD and SD roles</p> <p>Lack of clarity around progression with grades.</p> <p>Could impact on the organisations ability to drive improvements needed following Warner and Kerslake reviews.</p>
<b>Assimilation methodology</b>	<p>Assimilated based on JE score – this was tested and led to 27 red circles in comparison to 11 in the proposed methodology</p> <p>Longer notice period of a pay reduction</p>	<p>High level of red circles within AD role</p>