
NCC Pay Model Proposals 2023 – GLPC Grades

UNISON has been campaigning for a number of years for the Council to reverse the cuts made to the pay structure in 2017 and to re-instate additional payments such as overtime and weekend allowances. UNISON believes that these cuts have led to acute problems regarding recruitment and retention, as well as severely impacting low paid members struggling to make ends meet, worsened by the current cost of living crisis.

Following several months of consultation UNISON, together with Unite and GMB, have now concluded negotiations on a revised pay structure for NCC employees.

Below is a summary of the proposals:

- Deletion of the lowest grade (A) and migration of employees to grade B with additional pay headroom.
- A new pay structure that will reintroduce an additional higher increment which will result in pay progression for staff.
- On implementation, all employees who have been at the top of their grade, for one year or more, will move to the next increment.
- Protection for current employees at level 1 of their grade to progress directly to level 3 of the new pay scales when they pass their probationary period (for employees on grades E and above).

The Council has confirmed that the proposals for pay will be applied and backdated to 1st July 2023.

The Council initially wanted to make incremental progression subject to a satisfactory performance appraisal for all levels of employees which UNISON strongly objected to for a number of reasons; in particular that the appraisal process is not consistently applied across all grades, it is also a new process which is not yet tried and tested and in our view could lead to potential discriminatory practice. On this basis the council has now agreed to withdraw this proposal for those on GLPC grades.

Whilst we were not able to secure the reinstatement of overtime payments and allowances, the Council has agreed to a review of overtime payments and we will continue to argue for payment of allowances going forward.

We have organised a series of consultation meetings for you to attend if you need further clarification on the proposals or have any questions.

The ballot is asking you to vote to either ACCEPT or REJECT the proposals

PLEASE USE YOUR VOTE

The Ballot will close at 5.00pm on Friday 28 July 2023.

CONSULTATION MEETINGS

Date	Meeting Time	Place
Fri 14 th July	12.30 – 1.30pm	Bulwell Riverside Community Room 3
Mon 17 th July	12.45 – 1.45pm	Clifton Cornerstone Community Suite A & B
Tues 18 th July	12.30- 1.30pm 5.30 – 6.30pm	Teams Meeting Pay Proposals 12.30 Meeting Pay Proposals 5.30pm Meeting
Wed 19 th July	12.30 – 1.30pm 5.00 – 6.00pm	Loxley House - LB41
Thurs 20 th July	12.30 – 1.30pm	Mary Potter Meeting Room 1 (Atrium)