

Statement from BCP Council to UNISON and GMB Pay and Reward – Final Proposed Offer

Following a meaningful and detailed consultation and negotiation process (collective bargaining) between BCP Council and the recognised trade unions, UNISON and GMB, BCP Council would like to present the full and final offer to be considered by both unions. We would like both unions to present this offer to their members in a ballot.

During the course of collective bargaining, we have explored many other alternatives jointly to ascertain if there is a better offer that can be made. We have all shared the same desire, to reduce the impact to colleagues who would see a reduction in their base pay. There has been a clear appreciation by all that the offer must be affordable and sustainable for the council.

BCP Council are of the view the offer has improved and is now the best and final offer to be considered by both unions.

Colleagues in scope

Colleagues subject to the proposed pay, terms and conditions will include all permanent, fixed term, variable and casual hours employees of the Council, including Youth Workers, Craftworkers, Chief Officers, Chief Executive and colleagues in support roles employed within BCP Council maintained schools employed by BCP Council.

Colleagues on Soulbury T&Cs will remain on the Soulbury pay structure, however these colleagues will be subject to all other terms and conditions as a result of Pay and Reward.

Colleagues not in scope

Colleagues on Teachers T&Cs in BCP Council maintained schools, Colleagues employed by Bournemouth Buildings Maintenance Limited (BBML), Tricuro, LEA schools where BCP council is not the employer, Academies and Councillors will be excluded and are considered out of scope.

Pay structure and impact to colleagues

Pay structure

The pay structure is as outlined in the Pay and Grading booklet. Colleagues will be assimilated on to the proposed pay structure on day one.

The outcome regarding pay for the workforce upon implementation is currently as follows:

Percentage of workforce who will see **no change** in base pay: 38%

Percentage of workforce to see an **increase** in base pay: 37%

Percentage of workforce to see a **decrease** in base pay: 25%

Services and schools will be asked to review and confirm role profile mappings to ensure accuracy. Labour Market Supplements (LMS) will be considered for those roles where there is evidence of recruitment or retention difficulties, as described in the pay policy. LMS will further mitigate those with a decrease in base pay.

Pay protection

To mitigate the impact for those who will be in receipt of a pay decrease, the offer includes a period of 12 months pay protection as a minimum.

The data shows 18% of colleagues to have a reduction in pay after 12 months pay protection, as a total of 923 individuals. If the total number of colleagues in receipt of a pay decrease after the 12 months of pay protection is the 923 or greater (not based on 18% at that point), we will offer a further extended period of pay protection, taking the pay protection period to 31 March 2026.

During pay protection, pay will be frozen at the rate of pay on the day before implementation, for the full 12 months or until March 2026 (whichever is agreed for the whole group of colleagues in receipt of pay protection), for those colleagues seeing a reduction in pay.

Those in pay protection will not receive annual pay award(s) or progress through increments within a band.

Exclusions to this total number (923)

Those colleagues in receipt of a Labour Market Supplement that continues after the period of 12 months pay protection will be excluded from scope, and therefore not eligible to be included in the total number of colleagues for extended pay protection.

Temporary withdrawable allowances

We are committed and welcome the suggestion of reviewing the process and governance in the application of salary supplements and will consider trade union involvement in the process at the time of review. All salary supplements will be reviewed prior to implementation.

Job Evaluation scheme

BCP Council consider the Hay job evaluation scheme to be the most appropriate scheme to adopt.

Voluntary redundancy

BCP Council will allow those colleagues whose pay is still reduced (or expected to be reduced) by 14% or more, after pay protection, to apply for VR without prejudice, from 3 months before the end of pay protection, and if accepted to have their redundancy calculated on the protected salary. This is on condition that those colleagues do not have salary supplements in place, increasing their overall pay.

- Those colleagues with a 14% or more reduction in pay as a result of the removal of an existing salary supplement will not be eligible
- There will be no guarantee or expectation of acceptance of the application. Managers will be asked to carefully consider requests and follow the Councils guidelines regarding managing change.
- Redundancy calculations will be based on the new BCP terms and conditions that come into effect from day 1 of the implementation of Pay and Reward.
- If the application is accepted, the termination date must be no later than the final day of the protection period if the redundancy calculation is to be based on the protected salary. If a later termination date is agreed, any resulting redundancy payments will be calculated on the new (lower) rate of pay.
- Requests will only be accepted if the role can be deleted, and they meet the Head of Financial Services' redundancy criteria – in-keeping with payback thresholds in place at the time of the request.
- This will not set a precedent for BCP Council in considering redundancy on the grounds of percentage of pay reduction in future where the result may be that colleagues see a decrease in pay.

Terms and conditions

The offer regarding the pay structure is made in conjunction with the offer of the negotiated terms and conditions, and introduction of new enhanced colleague benefits. Please see the Terms and Conditions Brochure with further information in relation to the terms and conditions and benefits agreed.

Sarah Ray-Deane
Director of People & Culture
For and on behalf of BCP Council

Enclosed:

- Terms and Conditions Brochure
- Pay and Grading Booklet