

Offer from BCP Council to UNISON and GMB conditional on both Council agreement to the further investment required and acceptance by both unions
Pay and Reward May 2025

Following our ongoing negotiations with both GMB and UNISON and a series of services visits and other feedback we wish to reassure that we have listened carefully to the issues raised and given them all material consideration. We have already made a number of changes to role profile mappings where there was an identified error, the changes were agreed through a robust governance process. We hope in addition to the below, this will improve the view of the offer from our colleagues.

In addition, using the feedback received, BCP Council are pleased to be able to enhance the previous Pay and Reward offer which both unions balloted their members on in November 2024. We wish to emphasise that these proposals are subject to agreement by the Council to the further investment required. The offer below is therefore conditional on the Council's agreement to the further investment required and acceptance by both unions.

In doing so we have attempted to address the following

- The number of colleagues being able to progress within their pay band (head room)
- The number of colleagues seeing a reduction in pay
- A reduction in the number of salary supplements being used and individual amounts reduced including reference to the supplement in calculating hourly rates for non-standard working
- The duration of the pay protection period
- The compensatory rate for working on a bank holiday
- The compensatory rate when called out, outside of normal working hours

Pay structure and impact to colleagues

Pay structure

An updated pay structure is shown at Appendix 1

BCP Council needs agreement from the Council to a further investment of £1.9m into the Pay and Reward proposal, over and above that currently included on the Medium Term Financial Plan making a total investment of £4.693 million above the current pay budget.

Changes to the pay structure:

- Band 1, 2, 3 and 10 now have 2 additional increments at the top of the band
- Band 4, 5, 6, 7 and 9 now have 3 additional increments at the top of the band
- Band 8 has 1 additional increment at the top of the band
- Band 5, 7 and 10 now start 1 increment higher at the bottom of the band
- Band 6 starts 2 increments higher at the bottom of the band

Phased introduction of pay structure

The pay structure will be introduced over 4 years with the first incremental rise taking place on 1 April 2026 – shortly after the planned implementation date if a positive vote is achieved at ballot. Each year thereafter until April 2029 1 pay point will drop away from some pay bands as indicated in the model in Appendix 1. All colleagues on the bottom points of grades where there is still overlap, will automatically move up the salary point in that band

Pay protection

To mitigate the impact for those who will be in receipt of a pay decrease, the offer includes a period of pay protection of 18 months from the point of implementation date.

During pay protection, pay will be frozen at the rate of pay on the day before implementation.

Those in pay protection will not receive annual pay award(s) or progress through increments within a band until the pay point increases, through national pay awards, to the protected level.

Salary Supplements

BCP Council, as part of the offer, has already established the salary supplements panels to ensure tighter governance and consistency in the application of salary supplements. Trade union colleagues are included as panel members. These panels will continue beyond the implementation of Pay and Reward, and into business as usual. Salary supplements may need re-calculating due to pay changes, and where this applies, colleagues will be notified.

Salary supplement applied to all working hours in a role

Where a colleague undertakes overtime or any other type of non-standard working pattern such as night work in a role that has a salary supplement, the full salary adding together both base pay and the salary supplement will be used as the calculation for the hourly rate multiplier. This will apply to all types of salary supplement.

Bank Holiday rates

Through ongoing negotiations we have agreed to enhance the rate payable for colleagues working on a bank holiday to an additional plain time (equating to double time) plus a day off in lieu (to be taken at an alternative time) and to work jointly with you to agree wording that sets out practical guidance for managers when seeking colleagues to cover rotas and working arrangements on a bank holiday. The emphasis of this will be to minimise, where possible, the need or numbers needed to work on a bank holiday and to first seek volunteers wherever the need arises, including from similar services if appropriate.

Call out

The rate for call out is enhanced from plain time to time and a half.

Contractual requirements for non-standard working arrangements

Some services will require a contractual arrangement for colleagues to work non-standard working arrangements to ensure continuity of service provision and to meet service requirements. The data for these roles has already been shared with you. These arrangements will take effect from implementation day to reduce the impact on service delivery.

All colleagues to work a maximum of 37 hours per week

There is a need to standardise the contractual working week and a number of colleagues currently work in excess of 37 hours. Those colleagues who currently work above 37 hours a week will reduce to a maximum of 37 hours at the implementation date of Pay and Reward.

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. Details of which have previously been provided to you.

Further information

Full information about the Pay and Reward offer is included on our Pay and Reward website (login details previously provided to you) and will be updated to reflect these changes.

As you know the Council has been working with the unions on this matter for many years and we are very keen to reach a position of agreement from both unions so that we can move ahead to implement these proposals. Just to reiterate the enhanced offer proposed is conditional on the Council approving the additional investment required and acceptance by both trade unions. If the enhanced offer is not accepted by both unions, it is considered unlikely that Members will support the additional investment required to support this enhanced offer and the details are therefore subject to change.

Regards

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

Appendix 1 - Updated pay structure

Pay Structure

2024/25 Salary	SCP	Proposed Pay Structure		
24,404	RLW		Delete April 2026	
24,790	5	BCP Band 1	Delete April 2027	
25,183	6		Delete April 2028	
25,584	7	Delete April 2026	BCP Band 2	
25,992	8	Delete April 2027		
26,409	9		Delete April 2026	
26,835	10	BCP Band 3	Delete April 2027	
27,269	11		Delete April 2028	Delete April 2026
27,711	12			Delete April 2027
28,163	13		BCP Band 4	Delete April 2028
28,624	14			Delete April 2029
29,093	15	Delete April 2026		
29,572	16	Delete April 2027		BCP Band 5
30,060	17	Delete April 2028		
30,559	18	Delete April 2029	Delete April 2026	
31,067	19		Delete April 2027	
31,586	20	BCP Band 6	Delete April 2028	
32,115	21		Delete April 2029	
32,654	22	Delete April 2026		
33,366	23	Delete April 2027	BCP Band 7	
34,314	24	Delete April 2028		
35,235	25	Delete April 2029		
36,124	26			
37,035	27	BCP Band 8	Delete April 2026	
37,938	28		Delete April 2027	
38,826	29			
39,513	30		BCP Band 9	
40,476	31			Delete April 2026
41,511	32			Delete April 2027
42,708	33			Delete April 2028
43,693	34			Delete April 2029
44,711	35			
45,718	36	Delete April 2026		BCP Band 10
46,731	37	Delete April 2027		
47,754	38	Delete April 2028		
48,710	39			
49,764	40	BCP Band 11	Delete April 2026	
50,788	41		Delete April 2027	
51,802	42			
52,805	43		BCP Band 12	
54,696	44			
56,659	45			
58,485	46	Delete April 2026		
60,186	47	BCP Band 13		
61,888	48			
63,590	49			
65,292	50			
66,677	51		BCP Band 14	
67,624	52			
68,569	53	Delete April 2026		
69,395	54	BCP Band 15		
70,221	55		Delete April 2026	
71,479	56		BCP Band 16	
72,738	57	Delete April 2026		
74,249	58	BCP Band 17		
75,758	59		Delete April 2026	
77,488	60		BCP Band 18	
79,217	61			
80,946	62	Delete April 2026		
81,639	63			
82,331	64	BCP Band 19	Delete April 2026	
84,027	65		BCP Band 20	
85,723	66			
100,120	67	Director level 1		
112,300	68	Director level 2		
119,280	69	Director level 3		
123,388	70	Director level 4		
142,027	71	Director level 5		
165,685	72	Director level 6		
205,000	73	Director level 7		



