



CHELTENHAM

BOROUGH COUNCIL

Notice of a meeting of Appointments Committee

Monday, 7 April 2014
6.00 pm
Pittville Room - Municipal Offices

Membership	
Councillors:	Rowena Hay (Chair), Wendy Flynn, Les Godwin, Colin Hay, Steve Jordan, Paul McLain, Rob Reid, Duncan Smith and Simon Wheeler
Also in attendance:	

The Council has a substitution process and any substitutions will be announced at the meeting

Agenda

1.	APOLOGIES FOR ABSENCE	
2.	DECLARATIONS OF INTEREST	
3.	APPROVE MINUTES OF LAST MEETING Minutes of the meeting held on 28 January 2014.	(Pages 1 - 4)
4.	LIVING WAGE Report of the Cabinet Member Corporate Services	(Pages 5 - 16)
5.	ANY OTHER BUSINESS THE CHAIR DETERMINES IS URGENT AND REQUIRES A DECISION	
6.	DATE OF NEXT MEETING (IF NECESSARY) TBA	

Contact Officer: Rosalind Reeves, Democratic Services Manager,
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Appointments Committee

Tuesday, 28th January, 2014
6.00 - 6.45 pm

Attendees	
Councillors:	Rowena Hay (Chair), Wendy Flynn, Les Godwin, Colin Hay and Rob Reid
Also in attendance:	Julie McCarthy and Amanda Attfield
Apologies:	Councillor Paul McLain, Councillor Duncan Smith and Councillor Simon Wheeler

Minutes

1. APOLOGIES FOR ABSENCE

Apologies were received from Councillors McLain, Smith and Wheeler.

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. APPROVE MINUTES OF LAST MEETING

The minutes of the last meeting were approved and signed as a correct record.

4. PAY POLICY STATEMENT

The Human Resources Manager (GOSS-West) introduced the report and explained that the draft 2014/15 Pay Policy Statement was essentially a refresh of the 2013/14 Pay Policy with some changes to layout and the addition of the following provisions:

- Paragraph 7.2: In accordance with guidance set out by the Secretary of State it is proposed that full council be given the opportunity to vote before large salary packages are offered in respect of any new appointments in excess of £100,000.
- Paragraph 7.7: In accordance with guidance set out by the Secretary of State it is proposed that full council approval is sought for any severance packages offered by the authority in excess of £100,000
- Paragraph 11 :Trade Union Recognition and Facility Time-this has now been recognised by the transparency agenda. It has been estimated that the amount of reasonable time permitted for TU activity/duties over a normal business year is 470 hours for all TU representatives employed by Cheltenham Borough Council. The estimated average total hours per TU representative per week is 2.5 hours per week. This included work on supporting the membership, case review, sickness absence, management team meetings etc

Members commented that 2.5 hours a week per TU representative was a considerable amount of time bearing in mind the size of the organisation. In response the Head of HR explained that this was an estimate only and would fluctuate depending on the business need i.e. degree of organisational change at any one time. This figure was expected to decrease with the establishment of the Leisure and Culture Trust later in the

year. It was also highlighted that the Council had two recognised Trades Unions for the purpose of collective bargaining, Unison and GMB and it would be for them to organise how they were structured following the establishment of the Trust. Members agreed that this paragraph on Trade Union Recognition and Facility Time should be included in the pay policy statement as it showed commitment to collective bargaining, and reflected the positive relations the council had with the Trades Unions.

The Head of Human Resources (GOSS-West) then updated members regarding the Living Wage (LW). She explained that this was not a legal requirement but a recommended hourly rate set independently and updated annually in November. The Council's comparative grade hourly rate was Grade B, which had a four point scale. The bottom of this scale was just below the LW (£7.26), all other points in the scale were above the LW). Grade A was used as a stepping stone grade from Apprentice to trainee role. 7 employees were currently on Grade B, and were new entrants, earning £7.26 (per hour). All of these individuals would receive an increment on 1 April to bring them up to £7.71 (per hour) – above the LW. The majority of these (four) worked in Wellbeing and Culture and under current proposals would transfer to the Leisure and Culture Trust in October 2014.

The Human Resources Manager informed members that the Council used a number of casual workers who were paid below the LW. She highlighted that the casual contract was not a zero hours contract i.e. there was no obligation from either side either to offer work or accept work. Casual workers covered peaks and troughs in work, and many were students working in festivals and summer play events mostly in leisure and culture services. Given the proximity to the creation of the Trust it would be advisable that any decision on LW for these groups of workers be for the future Trust to consider in the context of their operating environment. Members recognised the benefits of casual workers to the organisation.

The Head of Human Resources explained that the LW was a live topic and a regular feature in the cost of living debate. It was an issue under consideration by many councils in the south west. Advice from the LGA was that the introduction of the LW could have serious financial implications for councils so it was up to each council to decide whether to adopt the LW depending on its own circumstances. As the majority of casual workers were in leisure and culture she believed that this would be an issue for the Trust to consider going forward and in any event the seven current employees would be above the living wage as from April 2014. The council would need to also consider the approach (potential increased cost) to other workers such as agency and casuals, not only employees, when looking at LW.

Members discussed the merits of adopting the LW at CBC. The financial impact of the council adopting it could be nil/low as those currently on the lower hourly rate would receive an increment in April. Some agreed that as the majority of workers concerned would be transferring to the Leisure & Culture Trust it would be appropriate to wait until then. Another member highlighted the benefits of adopting it now in terms of recruitment and retention and lower rates of sickness absence as well as showing leadership as a large employer in the town. The Head of Human Resources explained that the Cabinet Member Corporate Services was leading the work on the LW within the Council and reminded members that should the council adopt

it there could also be implications for casuals and agency workers. Once adopted, even if adopted as a salary supplement to be reviewed annually, the amount of LW paid would not be within the Council's control as it varied and was set annually. Once committed, it would not be easy to uncommit. It was advisable to do further work to ascertain the full implications.

Members noted that the LW was under active consideration within the council and would await the outcome of this work.

RESOLVED

1. **That any textual changes to the updated Pay Policy Statement (2014/15) be made in consultation with the Chair of the Appointments Committee**
 2. **That the updated Pay Policy Statement be submitted as an appendix to the budget report for ratification at the Council's Full Council meeting in February.**
5. **ANY OTHER BUSINESS THE CHAIR DETERMINES IS URGENT AND REQUIRES A DECISION**
None
6. **DATE OF NEXT MEETING (IF NECESSARY)**
TBA when required.

Rowena Hay
Chairman

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Page 4

**Cheltenham Borough Council
Appointments and Remuneration Committee
7th April 2014
Living Wage**

Accountable member	Cllr Jon Walklett, Cabinet Member, Corporate Services
Accountable officer	Amanda Attfield, Head of Human Resources, GO Shared Services
Ward(s) affected	None
Significant Decision	No
Executive summary	<p>The adoption of the Living Wage £7.65 per hour is optional for employers (<i>unlike the National Minimum Wage - £6.31 ph for workers who are 21 years of age and over as at October 2013 - which is a legal requirement</i>) In addition to the financial benefits to employees, research has reported a range of business and wider economic benefits including reduced absenteeism, increased productivity, and improved 'employer of choice' perceptions for employers who have implemented the Living Wage. There are a small number of employees who could benefit from the Living Wage on appointment to the Council. Many councils have taken a decision to, or are actively considering adopting the Living Wage.</p>
Recommendations	<ol style="list-style-type: none"> 1. That the Appointments and Remuneration Committee agree that the Council adopt to pay the Living Wage pay rate as a discretionary supplement to the basic un-enhanced hourly rate for any employees appointed on a spinal column point below the Living Wage; 2. The Appointment and Remuneration Committee agree an implementation date for the Living Wage, to be then reviewed annually thereafter consistent with the pay cycle (April each year).
Financial implications	<p>The impact of implementing the Living Wage for the Council is minimal as indicated in the body of the report. Any Living Wage additional expenditure will be taken into account as part of the Council's budget process and reflected in the budget for 2015/16. A formal virement will be sought to cover the additional cost in 2014/15 from the contingency provision set aside in 2014/15 for pension auto-enrolment.</p> <p>Contact officer: paul.jones@cheltenham.gov.uk, 01242 775154</p>

Legal implications	<p>The legal context for implementing the Living Wage is outlined in the body of the report. It is intended that payment of the Living Wage will be discretionary and not a legal obligation upon the Council as employer. Accordingly, it is not envisaged that the payment of a Living Wage Supplement to eligible employees will affect the current grading structure or the job evaluation of roles. From an equality impact perspective it is proposed that the Living Wage Supplement should be reviewed periodically to ensure that if any anomalies were to develop they can be appropriately addressed.</p> <p>Contact officer: peter.lewis@teWKesbury.gov.uk, 01684 272012</p>
HR implications (including learning and organisational development)	<p>As contained in the body of this report.</p> <p>Contact officer: amanda.attfield@cheltenham.gov.uk, 07920 284313</p>
Key risks	See Risk Assessment at Appendix 1.
Corporate and community plan Implications	N/A
Environmental and climate change implications	N/A.
Property/Asset Implications	N/A.

1. Background

- 1.1 Adoption of the Living Wage is optional for employers. The Living Wage is different to the National Minimum Wage (NMW) (£6.31 ph for workers who are 21 years of age and over as at October 2013) which is a legal requirement. The NMW due to increase by 3.0% to £6.50 on 1 October 2014.
- 1.2 The Living Wage campaign started in the early 2000s and has since been adopted by a number of both private and public sector organisations.
- 1.3 The initiative is currently enjoying national and local cross party political support and in addition to setting examples of pay for employees, it also is concerned with ethical employment and procurement practices. The Living Wage itself is an hourly rate that is set independently, updated annually and is calculated according to the basic cost of living in the UK. There are 2 rates of the Living Wage i.e. the London rate, calculated by the Greater London Authority (currently £8.80ph) and the outside of London rate (£7.65ph) calculated by the Centre for Research in Social Policy at Loughborough University.
- 1.4 In addition to the financial benefits to employees, research into those organisations who have introduced the Living Wage has reported a range of business and wider economic benefits including reduced absenteeism, increased productivity, and improved 'employer of choice'

perceptions.

1.5 Local Government Employers are currently in negotiation with the Trades Unions regarding the pay increase for 2014-15, and have made a final offer as follows:

- £580 on pay point 5 with effect from 1 April 2014
- £550 on pay point 6 with effect from 1 April 2014
- £400 on pay point 7 with effect from 1 April 2014
- £275 on pay point 8 with effect from 1 April 2014
- £200 on pay point 9 with effect from 1 April 2014
- £175 on pay point 10 with effect from 1 April 2014
- 1.0% on pay points 11 and above with effect from 1 April 2014

2. Issues

There are a number of issues regarding the implementation of the Living Wage for the Council, and these are detailed below.

- 2.1 The application of the Living Wage of £7.65 per hour would cover Grade A (SCP 06-09) and the bottom spinal column point of Grade B (SCP10) - not including any additional premiums that may be paid. Grade A is reserved for Apprentices, therefore there would be no impact on that Grade.
- 2.2 The jobs within the Council that could be impacted by implementing the Living Wage are shown at Appendix 3. Up to 31st March 2014, all were at SCP10 (£7.26 per hour) but from 1st April 2014 they will have received an automatic increment and will be above the Living Wage minimum at SCP11 (£7.71 per hour).
- 2.3 There is a pay award pending and national negotiations are ongoing (see 1.5 above). If this offer is implemented it would see the Grade B minimum hourly rate increase by 10p per hour to £7.36, but it would not take it above the Living Wage rate of £7.65 per hour. The Living Wage rate is reviewed annually in November each year and would be expected to increase also.
- 2.4 There may be cost implication should turnover (or differentials - see 2.8 below) mean recruitment to a Grade B role, and if it was in the order of these same numbers, it could cost the Council an additional £2k per annum for the first year only, as in the second year of employment the incremental scale the rate of pay would move above the current Living Wage rate. It should be noted that the current pay negotiations are ongoing and should the hourly rate be increased in line with the employers offer, the additional cost impact would reduce as a 1% increase has been budgeted for.
- 2.5 It is important to stress that the Living Wage is not about the role or the job - it is about the cost of living. To ensure that any potential equal pay risks are mitigated, it is essential that the principles of the Living Wage are applied consistently across the Council to all eligible employees. In order for the Council to continue to justify and defend challenges to its Job Evaluation scheme, it is essential that the current SCPs matched against current job scoring are maintained.
- 2.6 In order to preserve the integrity of the pay structure, it is therefore proposed that if the Living Wage is adopted, that a separate discretionary supplement is paid in addition to basic pay to achieve the Living Wage of £7.65ph. This is similar to how other employers have approached the

Page 8

issue. It is also similar to the way that the Council pays Market Supplements. Applying this approach to the Living Wage will enable the arrangements to be monitored so that any future necessary adjustments to the supplement can be made. This could include where a change to someone's basic pay takes them above the Living Wage threshold, for example, if they are awarded a further pay increment, or secure a promotion.

- 2.7 On the balance of probabilities, it is likely that the Council will be able to justify the difference in treatment compared to other employees in that the application of the Living Wage is a proportionate means of achieving a legitimate aim, namely the application of a national initiative to address poverty.
- 2.8 Where the Living Wage is increased annually and pay awards are not being made, this could increase the number of staff who will become eligible for the supplement in the future. This could in turn present further additional budgetary challenges to the Council in the future. The payment of the Living Wage supplement could also have the potential to impact on the competitiveness of services delivered by the Council in circumstances where the external market pay rates are lower.
- 2.9 One of the objectives of Single Status was to ensure employees were paid based on an objective and consistent assessment of the key factors of their job, without bias/unfair discrimination, and paid fairly for the work that they do in the context of a pay structure that was affordable and sustainable. It is anticipated that the way in which the Council would implement the Living Wage if agreed, would not diminish the transparency and fairness of the pay structure.
- 2.10 Benchmarking from South West Councils has shown that of those who responded to the Survey - 2 had implemented (that figure is now 3), 3 were firmly committed, 6 had decided not to commit (largely on grounds of cost), 16 were considering, 7 were doing something other (e.g. wider review of pay and grading).
- 2.11 Certain other Councils across the country who adopted the Living Wage rate have since moved to adopt it for all their workers including casuals and agency workers from Day 1 of working with the Council. The statutory requirement (Agency Workers' Directive) on pay for Agency workers is that they have pay parity on completion of 12 weeks work, not at Day 1. It is proposed that the Council commits to Living Wage for employees only, and not to include casuals or Agency workers from Day 1 at this time.
- 2.12 In accordance with the recommendation of the Living Wage Campaign, it is proposed that there will be no eligibility criteria based on age. All qualifying employees regardless of age would receive no less than the Living Wage.
- 2.13 There may be a potential impact of paying the Living Wage Supplement to staff in receipt of benefits. The payment of the Living Wage supplement could take someone over an earnings threshold which, in turn, could result in a loss of or reduced benefits. For some, the loss could be greater than the gain and hence they would be worse off. Notwithstanding the future national agenda concerning welfare reform, the current benefits landscape is complex and is linked directly to individuals' personal circumstances so it is difficult to develop an approach that caters for every eventuality
- 2.14 Based on the learned experience from elsewhere, staff would be advised to contact their benefits provider to review their personal circumstances and the Living Wage Supplement. Employees in receipt of benefits will not be able to "opt out" of receiving the Living Wage supplement. This is on the basis that there is no provision currently for such employees to opt out of receiving national pay awards or increments. By extending this principle to the Living Wage Supplement, there is some consistency of treatment.

Page 9

- 2.15 The Living Wage is about staff being recompensed at a threshold of £7.65 per hour. Where enhancements are payable which serve to increase this hourly pay rate in excess of £7.65 ph e.g. over time and bank holiday working It is proposed that the Living Wage Supplement will only be paid for hours worked at the basic rate of pay and will not apply to any hours to which enhancements have already been attributed, as these are already payable at an hourly rate in excess of £7.65.
- 2.16 The Council is creating a Leisure and Culture Trust, effective date is proposed as 1st October 2014. A Shadow Board of Trustees is in place. The Council would not want to fetter the discretion of the Trust in making its own future decision on such matters as the Living Wage, with the associated cost implications.
- 2.17 The Council would itself need to make preparation (administrative, system changes) and communicate the change to adopt the Living Wage. Should the Council, therefore, agree to adopt the Living Wage pay rate for its employees, it is suggested that the date for implementation be from 1st October 2014, and no earlier. The Council may wish to consider setting the implementation date at 1st April 2015 - there being no directly employed staff below this pay rate (apart from any turnover which may require recruitment at Grade B, SCP 10). This would be after the announcement of the new Living Wage rate (November 2014), and by which time the 2014-15 pay increase for local government should be concluded, and is a date consistent with other pay related increases such as incremental progression.
- 2.18 A separate discretionary pay supplement to achieve the Living Wage could be paid with effect from the implementation date (see above) at the current level of £7.65ph and that this will be then reviewed in line with the usual pay cycle (1st April each year), informed by the Living Wage rate that is set each November. These rates would also apply to qualifying agency workers (see point 2.11 above) in order to meet the requirements of the Agency Workers' Directive and in keeping with the spirit of fairness.
- 2.19 Targeted communication would need to be produced with individual letters sent to any employees impacted. These letters would signpost employees to agencies so that advice on implications for benefits can be sought. Wider communications would also be developed in order that all employees are aware of the rationale around the initiative.

3. Reasons for recommendations

- 3.1 To ensure that the Council's direct employees are paid a "living wage", to help provide a decent standard of living for their families.
- 3.2 To gain the employer benefits from paying a Living Wage e.g. increase employer of choice perceptions, and the potential for reduced absence.

4. Alternative options considered

- 4.1 None.

5. Consultation and feedback

- 5.1 Consultation will take place with any impacted post-holders, and Trades Unions.

6. Performance management –monitoring and review

6.1 Appointment and Remuneration Committee to keep the position under review as required.

Report author	Contact officer: amanda.attfield@cheltenham.gov.uk, 07920 284313
Appendices	<ol style="list-style-type: none">1. Risk Assessment2. CBC current pay scales3. CBC numbers impacted
Background information	None.

The risk				Original risk score (impact x likelihood)			Managing risk				
Risk ref.	Risk description	Risk Owner	Date raised	Impact 1-5	Likelihood 1-6	Score	Control	Action	Deadline	Responsible officer	Transferred to risk register
1.	If the Council does not adopt the Living Wage, it may not be viewed as an employer of choice, and recruitment/retention will be impacted	AA	26 03 2014	2	2	4	Accept	The Council has the option to adopt the Living Wage rate	TBA	JMcC	
2	If the Council adopts the Living Wage, whilst the numbers potentially impacted are very low, it may increase costs	AA	26 03 2014	1	6	6	Accept	If the Council adopts the Living Wage rate, it may mean wage costs would increase, however based on current assessment the additional cost is minimal but needs to be kept under review.	TBA	JMcC	
3	If the Council does not adopt the Living Wage in a manner consistent with equal pay principles, it would be exposed to a risk of an equal pay claim	AA	26 03 2014	3	2	6	Reduce	If the Council agrees to adopt the Living Wage, it will be implemented as a supplement and kept under annual review.	TBA	JMcC	
<p>Explanatory notes</p> <p>Impact – an assessment of the impact if the risk occurs on a scale of 1-5 (1 being least impact and 5 being major or critical)</p> <p>Likelihood – how likely is it that the risk will occur on a scale of 1-6 (1 being almost impossible, 2 is very low, 3 is low, 4 significant, 5 high and 6 a very high probability)</p> <p>Control - Either: Reduce / Accept / Transfer to 3rd party / Close</p>											

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Page 12

New pay scales following pay award 2013

		OLD	NEW		WEEKLY	HOURLY	JE Points
SCP	GRADE	ANNUAL	ANNUAL	MONTHLY	PAY	RATE	Score
GRADE		SALARY	SALARY 2013	SALARY	37 hr week	37 hr week	
006	Grade A	£12,489.00	£12,614	£1,051.16	£241.91	£6.5382	0-294
007	Grade A	£12,787.00	£12,915	£1,076.24	£247.69	£6.6942	
008	Grade A	£13,189.00	£13,321	£1,110.07	£255.47	£6.9047	
009	Grade A	£13,589.00	£13,725	£1,143.74	£263.22	£7.1141	
010	Grade B	£13,874.00	£14,013	£1,167.73	£268.74	£7.2633	295-344
011	Grade B	£14,733.00	£14,880	£1,240.03	£285.38	£7.7130	
012	Grade B	£15,039.00	£15,189	£1,265.78	£291.31	£7.8732	
013	Grade B	£15,444.00	£15,598	£1,299.87	£299.15	£8.0852	345-394
014	Grade C	£15,725.00	£15,882	£1,323.52	£304.60	£8.2323	
015	Grade C	£16,054.00	£16,215	£1,351.21	£310.97	£8.4046	
016	Grade C	£16,440.00	£16,604	£1,383.70	£318.45	£8.6066	
017	Grade C	£16,830.00	£16,998	£1,416.53	£326.00	£8.8108	395-444
018	Grade D	£17,161.00	£17,333	£1,444.38	£332.41	£8.9841	
019	Grade D	£17,802.00	£17,980	£1,498.34	£344.83	£9.3197	
020	Grade D	£18,453.00	£18,638	£1,553.13	£357.44	£9.6605	
021	Grade D	£19,126.00	£19,317	£1,609.77	£370.47	£10.0128	445-494
022	Grade E	£19,621.00	£19,817	£1,651.43	£380.06	£10.2720	
023	Grade E	£20,198.00	£20,400	£1,700.00	£391.24	£10.5740	
024	Grade E	£20,858.00	£21,067	£1,755.55	£404.02	£10.9195	
025	Grade E	£21,519.00	£21,734	£1,811.18	£416.83	£11.2656	495-544
026	Grade F	£22,221.00	£22,443	£1,870.27	£430.42	£11.6331	
027	Grade F	£22,958.00	£23,188	£1,932.30	£444.70	£12.0189	
028	Grade F	£23,708.00	£23,945	£1,995.42	£459.23	£12.4116	
029	Grade F	£24,646.00	£24,892	£2,074.37	£477.40	£12.9026	545-594
030	Grade G	£25,472.00	£25,727	£2,143.89	£493.40	£13.3351	
031	Grade G	£26,276.00	£26,539	£2,211.56	£508.97	£13.7560	
032	Grade G	£27,052.00	£27,323	£2,276.88	£524.00	£14.1622	
033	Grade G	£27,849.00	£28,127	£2,343.96	£539.44	£14.5795	595-644
812	Grade H	£28,452.00	£28,737	£2,394.71	£551.12	£14.8951	
813	Grade H	£29,556.00	£29,852	£2,487.63	£572.51	£15.4731	
814	Grade H	£30,660.00	£30,967	£2,580.55	£593.89	£16.0511	
815	Grade H	£31,760.00	£32,078	£2,673.13	£615.20	£16.6269	645-694
722	Grade I	£32,395.00	£32,719	£2,726.58	£627.50	£16.9594	
723	Grade I	£33,646.00	£33,982	£2,831.87	£651.73	£17.6143	
724	Grade I	£34,913.00	£35,262	£2,938.51	£676.27	£18.2776	
725	Grade I	£36,166.00	£36,528	£3,043.97	£700.54	£18.9336	695-744
632	Grade J	£36,747.00	£37,114	£3,092.87	£711.80	£19.2377	
633	Grade J	£38,291.00	£38,674	£3,222.83	£741.70	£20.0460	
634	Grade J	£39,838.00	£40,236	£3,353.03	£771.67	£20.8559	
635	Grade J	£41,392.00	£41,806	£3,483.83	£801.77	£21.6695	745 +
542	Grade K	£42,196.00	£42,618	£3,551.50	£817.34	£22.0904	
543	Grade K	£44,101.00	£44,542	£3,711.83	£854.24	£23.0877	
544	Grade K	£45,995.00	£46,455	£3,871.25	£890.93	£24.0792	
545	Grade K	£47,897.00	£48,376	£4,031.33	£927.77	£25.0750	

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Page 14

Appendix 3

Living Wage

Outside of London - £7.65 per hour

Position(T)	T	Percent	Pay step	Current hourly rate	Current actual annual salary	Current actual annual salary based on living wage	Difference per annum	Gender
Cleaner (Cemetery)	PPT	15	10	7.2633	5680.95	5983.07	302.12	M
Box Office Cashier	FTPT	23	10	7.2633	8710.78	9174.03	463.25	M
Evening Custodian	PPT	2.5	10	7.2633	946.82	997.18	50.36	M
Visitor Services Assistant	PPT	15	10	7.2633	5680.95	5983.07	302.12	F
Building Cleaner	PPT	12.5	10	7.2633	4,734.12	4,985.89	251.77	M
Visitor Services Assistant	PPT	18.5	10	7.2633	7006.5	7379.11	372.61	F
Visitor Services Assistant	PPT	15	10	7.2633	5680.95	5983.07	302.12	F
					38441.07	40485.42		

As at 2013

As at 1/4/2014 all will move to scp 11 £7.71 and NB - 2014-15 pay award is pending

