

REVIEW OF GRADING STRUCTURE

Modelling Options for moving to one scp (spot point) per Grade

Assumptions taken into account so far when modelling options:

1. Data from payroll is reasonably accurate
2. There will be 10% turnover but no posts lost.
3. There will be frozen protection for those above the new spot point up to a max of 3 years.
4. There will be an incremental rise for those below to arrive at the new spot point.
5. There will only be one spot point

Variables identified so far:

1. Not all grades have the same number of scps.
2. The size of savings will depend on how far from the top of the grade the spot point is set.
3. Savings will mean a % cut in pay for those above the new spot point.
4. The size of the costs will depend on how far up from the bottom of the grade the spot point is set.
5. Those below the new spot point will achieve a % increase in pay more quickly which will have its costs.
6. How quickly savings can accrue depends on the length of the protection period for those above the new spot point.

Other matters to consider:

1. Maintaining competitiveness of SCC salaries in the local and national jobs markets.
2. Impacts on different groups
3. How to reward excellent performance and how to deal with new entrants to the grade.
4. Differentials in pay between grade spot points.