



## Withdraw from NJC and Soulbury on an “as is” basis – what does this mean?

### **No Changes to ‘Green book’ terms & conditions, this means for example:**

No change to the working week – 36 hours (currently regional)

No change to sick pay or entitlement (currently national)

No change to maternity leave & pay (currently national)

### **Local terms and conditions will also remain the same**

No change to annual leave or special leave (already local)

No change to weekend & night enhancements (already local)

No change to overtime (already local)

### **Grading structures:**

We do not propose to change the BR or MG grades with the exception of the creation of a Professional/Technical (PT) grade for those MG staff who do not currently have management responsibilities. We do not envisage anyone losing pay as a result of the transition to a PT grade.

For Soulbury grades we will consider the best way to assimilate them into our current BR and MG grading structure whilst maintaining current pay levels.

*Bromley*

THE LONDON BOROUGH



# Pay Review Process & Non-Consolidated performance payment

**Introduce a single local annual pay review mechanism for all MG, Soulbury and BR staff. Local decision which has regard to:**

- Affordability; Inflation
- Market settlements elsewhere including NJC
- Organisational performance
- Stakeholder views including trade union & staff perspectives

**Replace PRP for MG staff with a non-consolidated bonus system accessible to all staff**

We are still working on the proposals however any such scheme will aim to enhance the Council's ability to recognise and reward exceptional performers, thereby improving the link between employees' pay and performance on a local and more individualised basis.

Individual salary reviews will address recruitment and retention issues