

Public Services Commission  
Prospect and Unite

Industrial JEGS

# What we will cover

- Why change?
- What we have done so far?
- What the change will look like for you
- What happens next ?
- Individual discussions and support
- Any initial questions from you

# Industrial JEGS – Before I start..

- Your jobs are not changing
- There are no job losses
- Your pay will either go up or be protected at its existing level
- All existing working pattern allowances will continue

# Industrial JEGS

## Why change?

- Our current grading scheme is really complicated and outdated – 84 different pay rates and lots of plussages.
- Because each of these rates is based on particular skills and responsibilities it means we have 84 separate grades.
- In many cases there is no obvious reason for the different grades/rates of pay

# Industrial JEGS – Old Whitley Grades (DOI)

3*IOM Whit*General**	6+20*IOM Whit*General**	AOMO + 20*IOM Whit*Airport Maint**
3+20*IOM Whit*General**	6+30*IOM Whit*General**	AOMO*IOM Whit*Airport Maint**
4*IOM Whit*General**	6+38*IOM Whit*General**	ASO*IOM Whit*Aviation Security**
4+10*IOM Whit*General**	6+58*IOM Whit*General**	ASST ENGC*IOM Whit*Fleet**
4+15*IOM Whit*General**	7*IOM Whit*General**	B&CEA*IOM Whit*Craftsman**
4+20*IOM Whit*General**	7+10*IOM Whit*General**	CRAFT LAB + 5*IOM Whit*Craftsman**
5*IOM Whit*General**	7+20*IOM Whit*General**	CRAFT LABOURER*IOM Whit*Craftsman**
5+10*IOM Whit*General**	7+30*IOM Whit*General**	CRAFTSMAN*IOM Whit*Craftsman**
5+10+30*IOM Whit*General**	7+48*IOM Whit*General**	CRAFTSMAN+10*IOM Whit*Craftsman**
5+14*IOM Whit*General**	7+58*IOM Whit*General**	CRAFTSMAN+15+10*IOM Whit*Craftsman**
5+15*IOM Whit*General**	8*IOM Whit*General**	CRAFTSMAN+20*IOM Whit*Craftsman**
5+20*IOM Whit*General**	8+10*IOM Whit*General**	CRAFTSMAN+30*IOM Whit*Craftsman**
5+20+10*IOM Whit*General**	8+20*IOM Whit*General**	CRAFTSMAN+38*IOM Whit*Craftsman**
5+21*IOM Whit*General**	8+30*IOM Whit*General**	CRAFTSMAN+40*IOM Whit*Craftsman**
5+25*IOM Whit*General**	9*IOM Whit*General**	ELA*IOM Whit*Craftsman**
5+30*IOM Whit*General**	9+20*IOM Whit*General**	LAF*IOM Whit*Airport Fire**
5+38*IOM Whit*General**	9+30*IOM Whit*General**	MAINT SUPER*IOM Whit*Fleet**
6*IOM Whit*General**	9+38*IOM Whit*General**	MOB ENGC*IOM Whit*Fleet**
6+10*IOM Whit*General**	AF*IOM Whit*Airport Fire**	SEN SUPERVISOR*IOM Whit*Fleet**

# Industrial JEGS

## Why change?

- The Equality Act 2017 requires employers to be able to justify pay on equality grounds – including work of “equal value”, as well as “like work”
- This can only be done fairly with an objective and analytical job evaluation scheme.
- What is equal value?

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**Are there any exceptions?**

**Yes:**

- Increments (Experience)
- Market Rating (Recruitment & Retention)
- Working patterns (e.g. shift working)
- Red-Circling (Pay protection)

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## What we have done so far?

- 2017
  - Identified a system that we can use - JEGS
  - Reviewed job descriptions
  - Assisted people in completing role profiles
  - Met with managers and staff
- 2018
  - Carried out a quality assurance exercises to check our assessments
- 2019
  - Created five new skill zones and assessed where each role should sit in the new structure
  - Agreed a market rating framework



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## What does it mean for me?

- Your existing grade will be replaced by a “skill zone” that will link to a “pay band”.
- **No reduction in pay** – for the majority of people pay will increase.
- If you are pay protected you will receive a “Whitley addition” to ensure you continue to receive the same amount.
- Skills related local agreements cease. Working pattern allowances will continue.

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## What is the 10 + 4 rule?

- you will retain existing wage rate for 10 years
- Your pay will be increased by future annual pay increases, and any existing incremental progression
- After 10 years, pay will be matched to the new rate over a period of 4 years

# Industrial JEGS

## What does it mean for me?

This is what the pay bands will look like against the skill zones

Skill Zone	Spine Points			01-Apr-19		
	Min	Min/Mid	Max	Min	Mid	Max
<b>1. PAY BAND 2</b> <b>JEGS Points: 0 – 210</b> <b>CS Grades - AA/D100</b>		<b>11</b>	<b>13</b>		<b>£19,356</b>	<b>£21,282</b>
<b>2. PAY BAND 5</b> <b>JEGS Points: 211 – 270</b> <b>CS Grades - Support Grade 1</b>	<b>12</b>	<b>14</b>	<b>16</b>	<b>£20,294</b>	<b>£22,323</b>	<b>£24,806</b>
<b>3. PAY BAND 7</b> <b>JEGS Points: 271 – 320</b> <b>CS Grades - AO/D200</b>	<b>14</b>	<b>16</b>	<b>18</b>	<b>£22,323</b>	<b>£24,806</b>	<b>£27,302</b>
<b>4. PAY BAND 10</b> <b>JEGS Points: 321 – 370</b> <b>CS Grades – Support Manager 3/D300</b>	<b>17</b>	<b>19</b>	<b>21</b>	<b>£26,054</b>	<b>£28,539</b>	<b>£31,032</b>
<b>5. PAY BAND 13</b> <b>JEGS Points: 371 - 420</b> <b>CS Grades – EO/D400</b>	<b>20</b>	<b>22</b>	<b>24</b>	<b>£29,785</b>	<b>£32,271</b>	<b>£34,798</b>

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## What happens next?

- **Your role** will move to the new skill zone/pay band for future recruitment
- Where pay increases you will move to spine point above existing pay point from 1 February 2020.
- Pay Protection and market rating will be added if needed
- You will get a letter to confirm this individually for you by the end of January 2020
- Changes will be back dated to 1<sup>st</sup> April 2019 – paid through an ex-gratia lump sum in recognition of the backdating

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## Individual discussions and support

- Come and talk to us or your union if you disagree with the outcome of the job evaluation process for your job.
- There is an appeals process if you need it.

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Any Questions?