

Frequently Asked Questions UPDATED - Industrial JEGS

INTRODUCTION

Why was Industrial JEGS introduced?

Before Industrial JEGS there were around 84 different pay rates made up of basic grades many with additional plussages, to recognise particular skills or supervisory responsibilities. In 2016 in conjunction with Union representatives, it was agreed that the manual and craft grading scheme and pay structure was no longer fit for purpose, especially in light of the pending introduction of the Equality Act. Approval was therefore granted to introduce a new pay and grading system for manual and craft workers. The scheme used is called Industrial JEGS

What has happened over the past two years?

Since 2017, we have been working with your Unions to evaluate all roles within the manual and craft group. This has involved reviewing job descriptions, completing role profiles, interviewing post holders and evaluating about 250 job types covering 1350 people. We then checked everything with your Union on a quality assurance panel.

How have the grades changed?

All manual and craft roles have been rationalised into five skill zones as follows:

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

Why do this? It seems a lot of work and a change for no reason.

Equal pay has to be measured using a fair and robust job evaluation system as a result of the Equality Act. The JEGS system has been in use for many years in the UK, and is suitable for measuring many different types of role.

EQUALITY ACT 2017

What is the impact of the Equality Act?

In January 2020, the provisions for 'equal pay for work of equal value' under the Equality Act 2017 came into force. This means that we need to ensure that jobs within the Public Services Commission are measured and where they are of the same value they should be paid the same to avoid any claims for equal pay. Equal pay claims can be made when jobs that are carried out predominantly by one sex are compared to other roles that are mainly occupied by the other sex. If there is a difference meaning a comparable role is paid more than the other, a claim can be made for equal pay.

When the UK introduced this legislation, a number of high profile public sector Tribunal cases resulted in high payouts under claims for equal pay. A recent case involving Glasgow City Council involved women who were paid up to £3 an hour less than male colleagues despite doing work of the same value, which resulted in a reported £548 million settlement.

Our legal advisers have confirmed that the best way to defend against a claim for equal pay for work of equal value is to operate an objective and analytical job evaluation scheme. JEGS is such a scheme and has operated in parts of the UK public service for many years. Like most other such schemes it divides the workforce into a relatively small number of broad grade bands. In relation to JEGS this is 9 grades, which for the Industrial Group we have identified 5 as shown above, which will cover the vast majority of the manual and craft workforce, and is the same as in the UK. The 4 additional grades are the Civil Service Grades of HEO, SEO, Grade 7 and Grade 6.

Therefore, we have to transfer staff from the 84 existing pay grades into the various grades of the scheme. It may be that a small number of jobs are ultimately assessed as being equivalent to Civil Service HEO (Pay Band 19) or even SEO (Pay Band 25) – because of their management responsibilities - in which case they would assimilate to those grades.

PAY INCREASES

My letter says my pay increases. When will this take effect?

It was originally intended that the pay run in February 2020 would be based on the new pay structure. However, due to the need to upgrade and test the PiP system, any changes will not be reflected until March 2020. For those whose pay increases, an arrears payment for February will also be included in the March pay run. The ex-gratia payment may be delayed until April.

Is my pay moving to new or old terms?

Upgrading will be to the new salary scales and pay bands, as has been the case for any promotion or re-grading since 1st April 2016. All other terms (e.g. annual leave and sick pay) remain unchanged.

Where will my post assimilate on the new scale?

You will assimilate on 1 February 2020 to the nearest spine point above your existing point. Where this is on the first or second point, you will automatically move up to the next point on 1 April 2020, and have a further increment in April 2021, if you have not already reached the top in April 2020.

How much money will the lump sum be?

The lump sum will be equivalent to the value of your pay increase for a full year. So, if your basic pay is increasing by £900 per year, for example, the lump sum will be £900. This will be a pro rata lump sum if you took up post after April 2019.

Will the lump sum have tax and NI taken from it?

Yes. The lump sum will be subject to tax and NI.

How many employees are getting a pay increase?

Nearly 70% of employees affected by this will get a pay increase as a result of this project. Some of the pay increases are fairly small, but others are quite significant from a few hundred to several thousand pounds per annum, when people reach the top of the new pay scales, by no later than April 2021.

PAY PROTECTION

My letter says my job moves to a lower rate. Will my pay be protected?

Yes. All current staff affected by assimilation to a lower pay spine will be protected under the 10+4 rule.

This rule provides that you will retain the existing salary scale/wage rate at the time of the regrading for 10 years from the date of the introduction of the new grading scheme. Your pay will be increased by future annual pay increases, and any existing incremental progression will continue to apply. After 10 years, pay will be matched to the new rate over a period of 4 years by progressively reducing in equal instalments before settling at the new rate. The Pay Protection will be paid as a percentage of base pay and fixed allowances (where applicable).

When does the 10+4 protection period commence?

Following feedback at the recent staff briefings, we have agreed that the 10+4 pay protection period will commence from 1 February 2020 and NOT April 2019 as originally planned.

What happens to my pay protection if I move to a different job?

If you move to a job at your protected grade, you stay at that grade and pay rate and the pay protection will continue. If you voluntarily move to a job at a different grade then the pay protection ceases and you will be paid at the appropriate rate for the grade of the new job.

Will this change affect my pension?

Your pension is unlikely to be affected by this change, unless you remain at your protected grade for 20 years before retiring. This is because your pension will be based on the highest earnings over a three year period in any of the last 13 years when you retire. Over 50% of staff affected are aged over 50 at present many of whom will have retired before the pay protection expires.

Will my post receive a market rating allowance?

Some roles which assimilate to lower pay scales, may still need to be paid at a higher rate for recruitment and retention purposes. This will be achieved by the use of a market rating allowance. We have already identified some roles where a market rating review will be required, and advised staff accordingly as part of their individual letters. In other cases, we will be reviewing the need for further market rates over the coming months and advising staff when decisions are made. In the meantime, your pay remains fully protected as explained above.

GENERAL QUESTIONS

My job is different to everyone else's. How can you possibly put me in a skill zone with them or compare my pay to theirs?

The job evaluation system looks at the factors that are common to all jobs and measures things like the level of qualifications, the degree of problem solving and decision-making, team work and responsibility and assesses overall which skill level or zone is applicable. It enables jobs that appear to be very different to be compared to each other.

We don't have any women in our team so why does it matter for us?

Although equal pay for equal value looks at comparator roles, jobs that are occupied by mainly women can still be compared with jobs occupied by males that are deemed to be 'comparator' roles. However, it is important that all jobs are fairly evaluated and paid irrespective of whether they are occupied by men or women.

You have got my job title wrong, and may have put me in the wrong skill zone. What can I do?

Please get in touch as soon as possible with OHR or your union representative using the contact details below

Can I appeal the grade outcome?

Yes. The appeal will be undertaken by a panel of people who have not been involved in the original evaluation exercise, and further details on how to appeal are included in the individual letter we have sent you.

Union Contact Details

Prospect	625800
Unite the Union	621156

Contact Details

Jon Callister	685738	jon.callister@gov.im
Christine Alexander	685723	christine.alexander@gov.im
Hilary Leece	648062	hilary.leece@gov.im