

RG(23)03

From: [redacted]
Ports, Shipping,
Freight and Canals
AMFC
17 February 2023

FOR DECISION

To: Remuneration Group
Copy: Budget and Public Spending Support mailbox
RG Secretariat
Public Sector Pay Team
[redacted]

SCOTTISH CANALS – JOB EVALUATION PROPOSAL

Purpose

This paper provides an update to the Remuneration Group (RG) on the proposed final offer and conclusion of a Job Evaluation Project which has been carried out at Scottish Canals (SC). The proposals were outlined initially in a submission provided for discussion at the meeting on the 18 January (RG(23)01) with a follow up letter from [redacted] Acting Chair, of the Scottish Government Remuneration Group being received on 27 January. The previous submission is included in Annex A along with the follow up letter at Annex B [redacted]

This paper asks you to approve this proposed final offer and conclusion of a Job Evaluation Project which has been carried out at Scottish Canals.

Priority

Urgent [redacted]

Proposals and Discussion

A number of points were made in discussion during the meeting on the 18 January. The Group then requested further advice on a number of issues in a follow up letter received on 27 January and included at Annex B. The questions included in this letter are set out below in bold italics, responses to those questions are outlined below.

Equality Impact Assessment

[redacted]

Affordability

[redacted]

Labour Market Read-across

[redacted]

OFFICIAL-SENSITIVE

Pay Model

[redacted]

Industrial Action

[redacted]

Consultation

The Director of Aviation, Maritime, Freight and Canals has had sight of this proposal and is content for these proposals to be considered by Remuneration Group.

The AMFC Finance Business Partner has reviewed and is content with the proposals and Scottish Canals' belief that they can afford this within their likely budget allocations going forward.

Public sector pay policy colleagues have been consulted on these proposals and have no further comments.

Conclusion / Recommendation

This paper asks you to approve this proposed final offer and conclusion of a Job Evaluation Project which has been carried out at Scottish Canals.

[redacted]

Ports, Shipping, Freight & Canals

AMFC

17 February 2023

RG(22)xx
From: [redacted]
Ports, Shipping, Freight
and Canals
18 January 2023

FOR DECISION

To: Remuneration Group
Copy: Budget and Public Spending Support mailbox
[redacted]
Public Sector Pay Policy
[redacted] Aviation Maritime Freights and Canals
Relevant Sponsor officials

SCOTTISH CANALS – JOB EVALUATION PROPOSAL

Purpose

This paper seeks Remuneration Group’s views on the proposed final offer and conclusion of a Job Evaluation Project which has been carried out at Scottish Canals [redacted]

Priority

Routine.

Background

[redacted]

Proposals & Discussion

[redacted]

Affordability

[redacted]

of the costs to implement JE in 2022-23 reflects the one-off costs of assimilating individuals/roles on to the new pay structure. The 2022-23 pay award is additional and follows SG pay policy guidance. SC implemented an interim 2022-23 pay award of £775, £700 & £500 [redacted]

Consultation

[redacted]

Implementation

[redacted]

Pay Award 2022-23

OFFICIAL-SENSITIVE

An increase in line with pay policy metrics of £775, £700 and £500 was made in 2022 [redacted] These increases are included in the proposed pay ranges. The overall cost of the total pay award for 2022-23 is estimated to be c.5% and is therefore in line with the 'pay envelope' applied to other public bodies.

Assimilation

[redacted]

Pay Structure

[redacted]

Allowances

[redacted]

Market Position

[redacted]

Costs

[redacted]

Pensions

[redacted]

Presentational Risks

[redacted]

Conclusion / Recommendation

This paper asks for your comments on this proposed final offer and conclusion of a Job Evaluation Project which has been carried out at Scottish Canals, [redacted]

[redacted]

Ports, Shipping, Freight & Canals

18 January 2023

Job Evaluation Proposal by Scottish Canals

Background

[redacted]

Affordability

[redacted]

Concluding the project

[redacted]

Considerations

[redacted]