

NNC Full Council report 31.08.23

Appendix C

Terms and conditions

Overtime	Rates paid for working more than 37 hours/week <u>Mon-Sat:</u> time and a half <u>Sun, Public or extra Statutory holidays:</u> double time	Eligible roles at Pay Bands 1 – 5 (NNC pay points 1-13) (NJC scps 5 - 25)
Enhanced rates	Rates paid for working on a Saturday, Sunday, at night, on public holidays <u>Standard (8am-8pm)</u> Monday to Saturday: x 1.0 Sunday: x 1.5 Bank Holiday: x 2.0 plus time off with pay <u>Night (8pm-8am)</u> Monday to Saturday: x 1.33 Sunday: x 1.83 Bank Holiday: x 2.33 plus time off with pay	
Sleeping in allowance	Employees required to sleep in on the premises and up to 30 minutes call out per night, after which the additional hours provisions will apply NJC rate @ 1 April 2022 = £39.24	
Annual Leave	28 days (plus an additional 2 days after 2 years' service and a further 3 days after 5 years') will apply to all other job families (Levels 1-11) and all other Soulbury roles 29 days (plus an additional 2 days after 2 years' service and a further 3 days after 5 years') will apply to roles within the Strategic Management job family (Levels 12-17) and senior Soulbury roles (Principle Educational Psychologist and Senior School Improvement Manager)	

Notice periods	<p>Contractual notice periods:</p> <ul style="list-style-type: none"> • Pay Bands 1 - 6 - 1 month • Pay Bands 7 - 10 and all other Soulbury pay ranges - 2 months • Pay Bands 11 - 17 & Soulbury Scale B/SIM/SSIM pay ranges - 3 months <p>Statutory notice period will apply to any employer-served notice period, where it is greater than the contractual notice.</p>
Pay Progression	<ul style="list-style-type: none"> • Strategic Management job family (Levels 12-17) & senior Soulbury (Principal Education Psychologist and Senior School Improvement Manager) roles - performance based incremental progression • All other job families (Levels 1-11) and other Soulbury roles – automatic incremental progression
Pay Protection	<p>2 years pay protection at 100% protection</p>
Redundancy Pay	<p>The level of enhancement applied to the statutory redundancy pay scheme</p> <p>Statutory weeks (based on age) and length of service (capped at 20 years), but calculated:</p> <ul style="list-style-type: none"> • using actual contractual gross weekly pay (rather than limited to the statutory weekly pay cap) • applying a multiplier 1.5 on the statutory scale (the number of weeks' pay for every year of service)
Job Evaluation Scheme	<p>The allocation of the Hay and NJC job evaluation schemes to the NNC job family levels/pay grades.</p> <ul style="list-style-type: none"> • Hay job evaluation scheme will underpin roles within the Strategic Management job family (Levels 12-17) • NJC job evaluation scheme will underpin role in all other job families (Levels 1-11)