

Job Evaluation Report – Consideration of Officers’ Financial Package Governance Working Group Recommendations

- 1. The Job Evaluation process was undertaken properly and fairly and the GLPC scoring should form the basis to the Authority’s considerations on how the Job Evaluation outcomes can be best reflected in the Officers’ financial package.**
- 2. The Job Evaluation outcomes means that the status quo (option 1) is not acceptable, and change is needed to the Officers’ financial package.**
- 3. Unsocial payments that are paid to the Environment and Enforcement Teams should be recognised as part of those Officers’ base salary and that an additional policy should be developed to cover conditions for payments for work undertaken in exceptional circumstances.**
- 4. Applying the GLPC scoring to the 2022 DCC pay scales or developing a bespoke D&S IFCA pay scale was viewed as the only feasible options.**
- 5. All Enforcement Officers should receive the salary awarded to the Enforcement Intelligence Officer role with associated review of Job Description to reflect the intelligence responsibilities.**
- 6. Adopting a bespoke D&S IFCA pay scale (Annex 5) was the preferred option.**
- 7. Reduction of hours or introduction of a bonus scheme were not supported due to being operationally unsuitable.**
- 8. One off cost of living payment could be considered as an additional payment only and not as an alternative to an increase in Officers’ base salaries since it would not address the underlying problem identified by the Job Evaluation.**

Background

In 2010/2011, Officers employed by the Devon Sea Fisheries Committee were transferred across to the Devon and Severn IFCA. In 2011, DCC undertook a Job Evaluation of the transferred posts. D&S IFCA was a new organisation and understanding the roles and responsibilities of Officers to deliver the organisation’s statutory duties was not clear and was based primarily on the work conducted by the former Devon Sea Fisheries Committee.

D&S IFCA’s duties have evolved since 2011 and the skills, roles and responsibilities of its officers have had to also change considerably. A timeline of milestones that drove change in D&S IFCA’s delivery to meet its duties under 153 and 154 of the Marine and Coastal Access Act 2009, is set out on page 2.

2014, Defra revised approach required IFCA's to review the management of all activities within the Marine Protected Area network including the red risk activity of demersal towed gears. All activities were required to be assessed through undertaking Tests of Likely Significance or Environmental Impact Assessments that required considerably more technical analysis of complex habitat data.

2014 Introduction of the Mobile Fishing Permit Byelaw. A new approach to management in the country that provided a more adaptable approach to fisheries and conservation management. IFCA byelaws were required to have a formal Impact Assessment that added further complexity to the introduction of byelaws compared to SFC byelaws.

2015 The sale of the main patrol vessel heralding a key change in the way enforcement was undertaken. The new intelligence led approach, the use of technology and analysis of data was required. This approach enabled far more complex investigations to be undertaken compared to the typical Sea Fisheries Committee undersize shellfish cases.

2017 Introduction of Angling Zones - driven by requirement to seek to balance the needs of all interests in the exploitation of sea fisheries resources and the need to continue to review management and development.

2018 Data Protection Act - introduction of GDPR, FOIA, & EIR increased legal requirements for the management of personal data and providing better access to data was introduced. Drove the need for publications scheme, personal data register etc and new skills for Officers responsible for managing data.

2018 Communication Strategy – permit byelaws and permit conditions need regular reviews with stakeholders' expectation of more comprehensive and inclusive engagement. Processes and decision making fully documented and published.

2013-2019 Introduction of Tranche 1-3 Marine Conservation Zones. Marine Protected Area designations increased from 4 to 22 since 2011 requiring the introduction of over sixty specific management measures.

2015-2018 Introduction of Potting, Diving and Netting Permit Byelaws - applying management directly to the recreational sector for the first time other than enforcement of minimum sizes.

2018 – Marine licencing requirements with particular focus of large-scale developments such as Hinkley and shellfish farms, including Defra's 2022-24 delivery expectations.

2019 – to present Development of Fisheries Management Plans including Defra's 2022 -24 delivery expectations

2021 – Delivery of first external Health and Safety audit to demonstrate compliance with the Authority's legal obligations

Staff Structure

In 2018, the staff structure of the organisation fundamentally changed when one of the two Deputy Chief Officer roles was made redundant. In 2021, a staff restructuring paper was presented to the Authority setting out the need to restructure the organisation and significantly increase the number of Officers by eight. Two additional Enforcement Officers were employed, and the part-time Permitting Officer post was made into a full-time Marine Development Officer role.

At the AGM in July 2023, Members agreed to freeze recruitment for the two vacant posts (resignations), a part-time Environment Officer and a full-time Enforcement Officer. Defra's original calculation was that D&S IFCA would require 25.67FTE equivalents. In August 2023, D&S IFCA currently employs, 12.6FTEs, the lowest staffing across all nine mainland IFCAs.

In 2022/23 and 2023/2024 Defra is providing all IFCAs with an additional £150,000 to support delivery of three key national workstreams. D&S IFCA Officers have had to absorb this extra work, whereas some other IFCAs have employed temporary staff to meet this increased workload on top of having a larger permanent workforce.

Staff Pay and Conditions

All D&S IFCA Officers are contracted to work 37 hours a week and the starting annual leave entitlement is 25 days. An additional day's leave is awarded every additional five years' service up to a maximum of 30 days.

Those Officers, including senior roles, in the Enforcement and Environment Team receive a 10% weighting to their base salaries for unsocial payments. Unsocial payments in addition to base salaries vary across IFCAs. This payment has automatically been paid as part of the Officers' salaries. Unsocial hours are defined as working before 0600hrs and after 2000hrs, at any time during the weekend, or over bank holidays, and if more than 10 hours is worked in a day (an extended day).

D&S IFCA's Officers' pay is below the median starting and final salaries across¹ other IFCAs. Due to the lower salaries, Officers benefit less from the agreed annual local government pay awards than their colleagues in other IFCAs and the divide in pay increases further. This is of particular significance in managing the cost-of-living crisis. Since 2018, D&S IFCA has had a very high turnover of staff, 12 out of a team of 13 Officers leaving D&S IFCA, This reduction in staff has included resignations across the entire staff structure (Grades 2-6). Exit interviews highlight that increased pay available in alternative, employment is the main factor in nearly all the resignation decisions.

¹ Including where 10% weighting to salaries is applied.

Job Evaluation Process

At D&S IFCA's AGM on 16th July 2021, Members unanimously agreed to the Member's Motion;

That Members agree to the use of General Reserves to fund an independent Job Evaluation exercise for all D&S IFCA Officers, using the Greater London Provincial Council Scheme, and the scope will include wider employer structuring required to deliver wider national environmental policies.

Reflecting the Members' expectation in the decision above, in May 2022, Cornwall County Council's (CCC) HR team were contracted to undertake the independent Job Evaluation exercise. CCC was picked as the HR team having had recent experience of conducting Job Evaluations for North Eastern IFCA in 2020 and previously for Cornwall IFCA.

CCC's HR Team were commissioned to deliver the following;

- Evaluation of proposed jobs in line with the GLPC job evaluation scheme
- Development of a job evaluation points to grade matrix once the roles were evaluated
- Pay Benchmarking around proposed pay structure, including implementation advice

The Job Evaluation was conducted using the Greater London Provincial Council (GLPC) scheme. The GLPC is widely used by Local Authorities including Devon County Council (DCC). The GLPC scheme is used to assess roles across a range of disciplines and on completion a GLPC total number of points is assigned to each position. The GLPC scheme sets out a points band to grade and anchor point. The anchor points are set at the penultimate point of the former national pay scales (Annex 1) and allows organisations to construct a local pay system around these points. The National Joint Council for local government services (NJC) continue to publish its pay scales 1 to 43.

In January 2023, CCC's HR team provided D&S IFCA with the completed Job Evaluation including GLPC scoring and a benchmarking report. (Annex 4) the report, CCC set out how they derived the points to pay bands for the Deputy Chief Officer and Chief Officer roles.

An Officers' paper on the outcomes of the Job Evaluation was presented to Members at the AGM in June 2023. Members unanimously agreed to the Member's Motion;

That Members agree that the Governance Working Group undertakes a review of the Officers' financial package and reports back to the Full Authority meeting to be held on 21st September 2023.

Job Evaluation Outcomes

In 2011, DCC’s HR team undertook a Job Evaluation, using the GLPC scheme, of the posts that had been transferred across from the Devon Sea Fisheries Committee. The staff structure of D&S IFCA has changed from the original structure in 2011 to better align the roles within the organisation to meet the evolving duties outlined above and within budgetary constraints. Table 1 below shows the scores from the 2011 and 2022 Job Evaluations². In simple terms, roles in 2022 scored higher than in 2011.

Table 1

Role title	2022 Scoring		2022 Banding		2011 Scoring		2011 Banding	
	Total GLPC Points	Grade	Min GLPC points	Max GLPC points	Total GLPC Points	Grade	Min GLPC points	Max GLPC points
Marine Development Officer	428	2	425	499	N/A	N/A	N/A	N/A
Enforcement Officer	450	2	425	499	362	2	376	425
Enforcement Officer (Intel)	462	2	425	499	N/A	N/A	N/A	N/A
Environment Officer	486	2	425	499	418	2	376	425
Finance and Admin Officer	540	3	500	599	N/A	N/A	N/A	N/A
Senior Enforcement Officer	550	3	500	599	466	3	426	475
Senior Environment Officer	592	3	500	599	458	3	426	475
Principal Enforcement Officer	N/A	N/A	N/A	N/A	522	4	476	575
Principal Environment Officer	N/A	N/A	N/A	N/A	522	4	476	575
Principal Policy Officer	604	4	600	649	N/A	N/A	N/A	N/A
Deputy Chief Officer	678	5	650	720	588	5	576	625
Chief Officer	736	6	720+		702	6	676	725

² Pay Benchmarking report Annex 4

The Review of the Officers Financial Package

The Governance Working Group (GWG) met on 24th August 2023 to discuss the options papers presented by the Chief Officer. Several potential options were considered. The Chief Officer has discussed the Job Evaluation outcomes with DCC's HR and Finance Officers that provide advice and support to D&S IFCA. Both DCC Officers have supported Officers in their preparation of the options paper presented to the GWG and this report.

Financial Options

The median base salaries in 2022/23 for roles across the other IFCA's is noted in CCC's Benchmarking report³. The purpose of the information in Table 2 is to show the existing disparity between D&S IFCA's pay and other IFCA's but also to help understand how any changes to salaries in the options below compares to other IFCA's. It is important to note that DCC advise caution when comparing across other parts of the country recognising that regional variation in pay exists and matching pay is not a legal requirement.

Those Officers, including senior roles, in the Enforcement and Environment Team receive a 10% weighting to their base salaries for unsocial payments. Unsocial payments in addition to base salaries vary across IFCA's.

DCC has advised that how unsocial payments are administered is for D&S IFCA to decide but generally where hours of work are determined by the normal requirements of the job, additional payments are not made. The Job Evaluation process does not directly consider or score unsocial hours commitment.

Where there are multiple examples of similar roles to compare across the IFCA's, the information above indicates that all D&S IFCA roles are currently paid less than the median salary.

Options on how the outcomes of the Job Evaluation could be translated into Officers' salaries are set out on the next pages.

³ Annex 4 Pay benchmarking report Appendix 3 TAB Market Median Benchmarking

Table 2

Role	2022 D&S IFCA base starting salary	2022 D&S IFCA base final salary	Current Minimum Salary including 10% allowance where applicable	Current Minimum Salary including 10% allowance where applicable	Max including 10% allowance where applicable	IFCA median starting base salary	IFCA median final base salary	Difference between IFCA and D&S IFCA median final base salary (shortfall)
*MDO	£26,357	£29,439	£26,357	£29,439	£29,439	£24,535	£27,018	£2,421
ENF O	£26,357	£29,439	£28,993	£32,382	£32,382	£28,045	£33,217	(£3,778)
ENF (intel)	£26,357	£29,439	£28,993	£32,382	£32,382	£28,045	£33,217	(£3,778)
ENV O	£26,357	£29,439	£28,993	£32,382	£32,382	£28,045	£33,217	(£3,778)
F&AM	£31,099	£34,723	£31,099	£34,723	£34,723	£31,260	£36,701	(£1,978)
Senior ENF	£31,099	£34,723	£34,209	£38,195	£38,195	£33,858	£38,603	(£3,880)
Senior ENV O	£31,099	£34,723	£34,209	£38,195	£38,195	£33,858	£38,603	(£3,880)
**PPO	£35,411	£39,493	£35,411	£39,493	£39,493	£32,081	£35,580	£3,913
DCO	£46,549	£50,603	£46,549	£50,603	£50,603	£43,895	£51,157	(£554)
CO	£59,597	£59,597	£59,597	£59,597	£59,597	£56,608	£64,752	(£5,155)

**Only one other IFCA was referenced. **Only two other IFCA were referenced.*

Option 1 (Do nothing)

The option is to increase the GLPC Points Band to the existing pay scale⁴ as set out in Table 1. The Chief Officer has adopted this option until an Authority decision is reached. This approach, results in a status quo for all Officers’ salaries and does not reflect how the Officers’ roles and responsibilities have evolved since 2011 or the 2022 Job Evaluation GLPC scoring.

DCC HR has advised that there is no legal duty on D&S IFCA to increase pay due to roles receiving higher GLPC scores. Inequality is not considered applicable as each role is being treated the same and there is no gender bias in the salaries. Difference between IFCA pay is also

⁴ Annex 4 Page 2 of CCC benchmarking report 2022

not inequality as each IFCA adopts its own pay scales. DCC advise that the pay scales referred to in the Officer's contracts are consistent with the do-nothing option.

Option 2 (Apply the 2022 JE GLPC points to the 2022 DCC's pay scales.)

D&S IFCA currently follows DCC's pay structure.

The GLPC scores from the 2011 Job Evaluation exercise were applied to DCC's GLPC point banding and pay structure that was in place at the time. D&S IFCA Officers' pay has been aligned to DCC's pay structure ever since and adopted the changes DCC made to its pay structure in 2019. CCC's benchmarking exercise considered the option of applying the 2022 GLPC points to grade matrix to the 2011 DCC increment ranges.

DCC like many other local authorities has adopted a different GLPC points bands and pay scale. DCC's GLPC points to pay scales is set out Annex 2.

Although the GLPC uses standard matrices to calculate the points, DCC advise that there is still potential variability in how each Local Authority may score roles based on the GLPC scheme. DCC advise that DCC's HR team would need to have undertaken the Job Evaluation in 2022 to deliver consistency in scoring and this would provide greater confidence in determining whether positions had scored higher and, if so, by how much compared to 2011.

Table 3 maps the 2022 Job Evaluation scores to the current DCC point bands and pay scales. It shows that except for the Marine Development Officer post, all other posts would increase significantly in salary even if the unsocial element is included in the calculation.

Table 3

Role	D&S Base Salary	IFCA Starting Salary	D&S Base Salary	IFCA Final Salary	D&S Final Salary including 10% unsocial allowance	IFCA Final Salary	JE Score in 2022 GLPC Evaluation	2022 DCC Point bands to pay point	DCC Model Starting salary	Pay – base salary	DCC Model – Final base salary	Pay – Final base salary	Difference (Final Base Salary and 10% where applicable) (shortfall)
MDO	£26,357		£29,439		£29,439		428	381-430 point 22	£26,357		£29,439		£0
ENF O	£26,357		£29,439		£32,382		450	431-480 point 28	£31,099		£34,723		(£2,341)
ENF (intel)	£26,357		£29,439		£32,382		462	431-480 point 28	£31,099		£34,723		(£2,341)
ENV O	£26,357		£29,439		£32,382		486	481-530 point 33	£35,411		£39,493		(£7,111)
F&AM	£31,099		£34,723		£34,723		540	531-580 point 38	£40,478		£44,539		(£9,816)
Senior ENF	£31,099		£34,723		£38,195		550	531-580 point 38	£40,478		£44,539		(£6,344)
Senior ENV	£31,099		£34,723		£38,195		592	581-630 point 44	£46,549		£50,603		(£12,408)
PPO	£35,411		£39,493		£39,493		604	581-630 point 44	£46,549		£50,603		(£11,110)
DCO	£46,549		£50,603		£50,603		678	L9-L8	£53,260		£59,597		(£8,994) *
CO	£59,597		£59,597		£59,597		728	L7	£66,161		£66,161		(£6,564) *

*Estimated salary in leadership scale

Option 3 (Apply the 2022 JE GLPC points to the 2022 national pay scales (NICVA)).

D&S IFCA has always been closely aligned with DCC as the lead local authority. D&S IFCA is a Joint Committee of the eight funding local authorities and is not bound to follow DCC’s pay structure. To reflect the variation across the eight local authorities and to recognise that the majority of D&S IFCA’s funding comes from Defra, in the form of New Burdens Money, a move towards an example of a national pay structure has merit.

Officers identified that the Northern Ireland Council for Voluntary Action (NICVA) publish pay scales from 1 to 59 and like DCC follow the NJC pay scales up to point 43. Officers have referenced the NICVA pay scales as an example of a national pay scales in this report. (Annex 3)

Table 4 shows that the base salary for all officers is below the example of a national pay scale. Table 4 shows that where the 10% unsocial hours payment is included for the relevant posts, the Enforcement Officer role currently receives a slightly higher (£362) final salary. All other posts remain with a lower salary than the national pay scales.

Table 4

Role	2022 D&S IFCA Base Starting Salary	2022 D&S IFCA Final base salary	2022 D&S IFCA Final salary including 10% unsocial allowance	D&S IFCA JE Score in 2022 GLPC Evaluation	GLPC Points to Anchor Points (top of the scale points)	NJC (NIVCA) Pay Model – Final Salary	NJC Pay model Difference with final base salary (shortfall)	NJC (NIVCA) Pay Model Difference Final Base Salary and 10% where applicable. (shortfall)
MDO	£26,357	£29,439	£29,439	428	420-461 = point 24(25)	£32,020	(£2,581)	(£2,581)
ENFO	£26,357	£29,439	£32,382	450	420-461 = point 24(25)	£32,020	(£2,581)	£362
ENF (intel)	£26,357	£29,439	£32,382	462	462-496 = point 27(28)	£34,723	(£5,284)	(£2,341)
ENVO	£26,357	£29,439	£32,382	486	462-496 = point 27(28)	£34,723	(£5,284)	(£2,341)
F&AM	£31,099	£34,723	£34,723	540	534-558 = point 33 (34)	£40,478	(£5,755)	(£5,755)
Senior ENF	£31,099	£34,723	£38,195	550	534-558 = point 33 (34)	£40,478	(£5,755)	(£2,283)
Senior ENV	£31,099	£34,723	£38,195	592	586-610 = point 37 (38)	£44,539	(£9,816)	(£6,344)
PPO	£35,411	£39,493	£39,493	604	586-610 = point 37 (38)	£44,539	(£5,046)	(£5,046)
DCO	£46,549	£50,603	£50,603	678	663-689 = point 46 (47)	£53,704	(£3,101)	(£3,101)
CO	£59,597	£59,597	£59,597	728	715-799 = point 50-70 (54)	**£61,369	** (£1,772)	** (£1,772)

**Estimated salary in 2022 NICVA leadership scale at point 54, £61,369 assuming an increase from point 52, £59,191

Discussion

Pay

D&S IFCA officers' basic pay is shown to be consistently below, the IFCA median salary, NJC salaries and DCC's salaries except for a few anomalies in IFCA median salaries and NJC salaries noted above. When the 10% weighting on salaries is applied, generally all D&S IFCA Officers are paid less compared to the IFCA median salary, National salaries and DCC's salaries with few exceptions. The most significant outlier when the 10% weighting is applied relates to the Enforcement Officer role.

CCC's HR team scored the Enforcement Officer role that managed the Authority's intelligence system slightly higher than the Enforcement Officer role. The points banding that is applied is critical in determining how these two roles differ in salaries. Current D&S IFCA and DCC banding keeps both roles at the same salary scales. However, the national pay award places the Enforcement Officer role in a lower points banding and lower salary scale. The Enforcement Officer that was previously assigned to the intelligence task resigned early in the year and one of the remaining officers volunteered to take on the role. All the Enforcement Officers receive and manage sensitive information. Although one officer is currently assigned as the intelligence lead, other officers are completing many of the same tasks and would be expected to take on the intelligence role in the absence of the nominated lead. Operationally it would make sense to build in the necessary resilience in the team by recognising formally the intelligence requirement in all enforcement officer roles and apply the Enforcement (intel) Officer GLPC score to all Enforcement Officers.

Following the decision to make one of the Deputy Chief Officer post redundant, the staff structure had to be reorganised and the Senior Officers roles and responsibilities were reviewed. The 2022 Job Evaluation exercise provided the opportunity to reflect these changes in responsibilities and to create new Job Profiles. The GLPC scoring properly reflects the wider delegation of roles and responsibilities among the Senior Officers and the closing of the gap in GLPC points between roles and potential salaries.

D&S IFCA has always followed DCC's pay scales, but the salary data provided in this report and CCC's Benchmarking report identifies that D&S IFCA's current officers' salaries generally align better to the NICVA scales and the IFCA median pay scales. This alignment is closer if the D&S IFCA officers' salaries include the 10% weighting.

Unsocial Hours

The current arrangements were subject to extensive discussions with officers. Two key points of discussions have emerged. Firstly, how much unsocial working is required to meet the Authority's minimum expectation for the additional payments. Secondly, officers on higher salaries receive a higher payment effectively for working unsociable hours than their colleagues. More recently the inability for a number of these officers

to go to sea or conduct surveys means that they are receiving their unsocial hours weighting whilst their fully fit colleagues are undertaking a higher proportion of unsocial hours to cover for their fellow officers' absences.

Managing unsocial hours commitment is another administrative task that means other work is not achieved. Line managers attempt to allocate tasks to officers to balance opportunities for officers to undertake unsocial hours and there is a risk that some work is undertaken to qualify under the unsocial hours definition when it could have been undertaken at other times.

Officers would welcome a move away from the current unsocial hours policy and the pay analysis undertaken by CCC and set out in this paper suggests that by including the 10% weighting in the base salary would not mean that these salaries are so enhanced that they become outliers to the NJC (NICVA) or DCC salaries.

If the unsocial hours weighting was removed, contractually all officers are bound by a clause that allows D&S IFCA to vary Officers' working times as necessary to meet the changing needs of the business, whether temporarily or on a continuing basis. This will ensure that, when necessary, the Officers will undertake a reasonable level of unsocial hours to deliver their roles and responsibilities.

[Alternative Options to Increasing Annual Pay](#)

1. Reduction of Officers' hours

During the review of the Job Evaluation outcomes with Officers, a suggestion was made to consider reducing the Officers' contracted hours whilst maintaining salaries. This would in effect increase the Officers' hourly pay rate and provide more time off.

Recent studies in certain working environments have indicated that a reduction in an employee's contracted hours is compensated for by an increase in productivity. Given the type of work that the Authority's undertakes, for example patrols, inspections and surveys and the magnitude of the Officers' workload it is unlikely that such an approach would be feasible. The team of officers is so small that resilience to officers taking time off on annual and sick leave is already very low and regularly disrupts survey and patrol plans. Increasing officers' time off will make the situation worse.

It is likely that Officers will accumulate TOIL more quickly and, in many cases, won't have the ability to take the time off.

2. One off cost of living payment

Officers are aware that Northumberland IFCA approved a 5% to 10% cost of living enhancement to salaries rather than a single year payment above the national pay award. The MMO have provided all its staff with a one-off payment of £1,500 and Southern IFCA have provided officers with a £800 one off payment in addition to last year's pay settlement to provide extra financial support during the financial crisis. Three other

IFCAs that responded had not provided an additional payment to their officers. An additional payment to D&S IFCA officers is possible and would undoubtedly be appreciated but it wouldn't address the underlying salary issue that is driving the level of resignations in the organisation and would only temporarily improve morale within the team.

3. Bonus system

In businesses where productivity can be easily measured, a bonus system to encourage employees to work more effectively and indeed harder may be an option. However, it is difficult to envisage how a system could work in an IFCA context. One GWG Member recalled from their first-hand experience, that bonus systems can easily become divisive within the various teams.

GWG Position & Recommendations to the Authority

The GWG met on 24th August 2023 to consider the information set out in this report and made the recommendations on page 1 of this report.

To reflect the GWG's recommendations, Officers have created a possible bespoke pay structure for D&S IFCA. It is based on the GLPC scoring bands and anchor points to pay scale (Table 4) It applies the 2022 Job Evaluation point scores (Table 1) It uses the NJC pay scale to point 43 then follows the NICVA pay scale from 44 to 54 (Annex 1)

Table 5 summarises the D&S IFCA pay compared to the proposed bespoke pay model for D&S IFCA, NJC (NIVCA), DCC and other IFCAs median final salaries. Table 5 shows that when comparing D&S IFCA Officers' salaries including 10% unsocial payment with the other pay scales, D&S IFCA Officers generally receive a lower salary compared to the other pay scales.

The MDO and PPO roles receive a higher salary compared to other IFCAs, but the comparison was only possible with one and two other IFCAs respectively. The Enforcement Officer salary was slightly above the NJC (NICVA) pay scale when the 10% weighting was included but below the basic salary across all three pay models. The bespoke D&S IFCA pay model shows that all posts would be above the IFCAs median salaries except for the Chief Officer role.

Table 5

Role	2022 D&S IFCA final base salary	2022 final base salary including 10% unsocial allowance where applicable	D&S IFCA Bespoke Pay Model – final base salaries	NJC (NIVCA) Pay Model – final base salary	DCC Pay Model – final base salary	Other IFCA's median final base salary
MDO**	£29,439	£29,439	£32,020	£32,020	£29,439	£27,018
ENF O	£29,439	£32,382	£34,723	£32,020	£34,723	£33,217
ENF (intel)	£29,439	£32,382	£34,723	£34,723	£34,723	£33,217
ENV O	£29,439	£32,382	£34,723	£34,723	£39,493	£33,217
F&AM	£34,723	£34,723	£40,478	£40,478	£44,539	£36,701
Senior ENF	£34,723	£38,195	£40,478	£40,478	£44,539	£38,603
Senior ENV O	£34,723	£38,195	£44,539	£44,539	£50,603	£38,603
PPO**	£39,493	£39,493	£44,539	£44,539	£50,603	£35,580
DCO	£50,603	£50,603	£53,704	£53,704	£59,597*	£51,157
CO	£59,597	£59,597	£61,369	£61,369*	£66,161*	£64,752

*Estimated salaries for CO and DCO **Limited comparison with other IFCA's



Lower salary than D&S IFCA



Same salary as D&S IFCA



Higher salary than D&S IFCA

DCC Comments

DCC's HR team were asked to advise whether any potential issues arise from the proposals to include the unsocial hours payment in base salaries, introducing a pay policy regarding additional payments for working outside of normal working expectations and changes to salaries and pay scales.

DCC HR Team advise that any material change to employees' contracts and terms and conditions need to go through a formal consultation process with D&S IFCA's Officers and any Trade Unions that D&S IFCA recognises.

Following the GWG meeting, DCC's finance team were asked to cost the options of;

- 1) Applying the JE scores to the current DCC banding and pay scales as set out in Table 3
- 2) Applying the JE scores to the current NJC banding and pay scales as set out in Table 4
- 3) Applying the JE scores to the current NJC banding and pay scales as set out in Table 4 with the exception that all Enforcement Officers (4) are paid at the Enforcement (Intel) O pay scale.

The calculation was based on the inclusion of the current 10% weighting where applicable. The attached Benchmarking report Annex 4 sets out the option for the DCO to start at L9 rising to L8 and the CO role to increase to L7 on DCC's pay scale.

Employee on costs, national insurance etc, were calculated at 26% of base salaries. The calculation in options (1-3) assumes that all officers are at the top of their scales.

Costs

- 1) Cost of applying the JE scores to the current DCC banding and pay scales as set out in Table 3

Based on four enforcement officers and 1.5 FTE Environment Officers the total difference in basic pay is £75,267. Applying employee costs, the estimated **maximum cost of applying the JE scores to the current DCC banding and pay scales is £94,836.**

- 2) Cost of applying the JE scores to the current NJC banding and pay scales as set out in Table 4

Based on three Enforcement Officers, one Enforcement (intel) Officer and 1.5 FTE Environment Officers, the total difference in basic pay is £32,753. It is assumed that as a minimum any reduction in the Enforcement Officers' salary would be applied after a period of adjustment. Applying employee costs, the estimated **maximum cost of applying the JE scores to the current NJC banding and pay scales is £41,269.**

- 3) Applying the JE scores to the current NJC banding and pay scales as set out in Table 4 with the exception that all Enforcement Officers (4) are paid at the Enforcement (Intel) Officer pay scale. (Annex 5)

Based on four Enforcement (intel) Officers and 1.5 FTE Environment Officers, the total difference in basic pay is £39,758. Applying employee costs, the estimated **maximum cost of applying the JE scores to the current NJC banding and pay scales is £50,095.**

- 4) Applying the JE scores to the current NJC banding and pay scales as set out in Table 4 with the exception that all Enforcement Officers (4) are paid at the Enforcement (Intel) Officer pay scale. (Annex 5)

Five Officers (MDO and 4 Enforcement Officers have not reached the top of their current scales. Transferring those officers (based on all Enforcement Officers being recognised as Enforcement (intel) Officers) across to their position (number of increments accrued) on the proposed new pay scales (Annex 5) the total difference in basic pay is £36,404. Applying employee costs, the estimated **maximum cost of applying the JE scores to the current NJC banding and pay scales is £45,870.** *(this additional calculation was not checked by DCC at the time of writing the report).*

Financing any pay award

At the Authority’s AGM on 15th June 2023, Members decided to freeze recruitment for two vacant posts and that realised a saving in the current financial year of £45,600 and long-term saving of £60,800. This saving could be used to help finance the salary options (1-4) above. **The savings of £45,600 in staff salaries is only £270 less than the cost of implementing Option 4**

The Revenue Budget for 2023/24 identifies that the Somerset and Severn LAs will receive a surplus of New Burdens Funding (NBF), totalling £47,059 this financial year.

Defra’s intention was that NBF should support D&S IFCA’s work but due to their administration of the funds and the current funding structure, D&S IFCA does not receive this money.

Defra has confirmed that it does not intend to review the amount of NBF that is provided to each Local Authority but demonstrates that sufficient existing funding could have been available to finance option 2 and option 4.

Background Papers

- Authority papers
- Authority reports
- Minutes from Authority meetings

(All are available within Section B of the [D&S IFCA Website Resource Library](#))

Annex 1 GPLC book anchor point to pay scale

Annex 2 DCC pay scale structure

Annex 3 NIVCA pay scale structure

Annex 4 DCC Benchmarking report

Annex 5 Propose D&S IFCA pay scale structure