

# Report

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Report to:	<b>Corporate Resources Committee</b>
Date of Meeting:	<b>9 March 2005</b>
Report by:	<b>Executive Director (Corporate Resources)</b> <b>Executive Director (Education Resources)</b>

Subject:	<b>Review of Management Grades for Early Years</b>
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## 1 Purpose of Report

1.1 The purpose of the report is to:-

- Advise on action taken in view of the timescales and in terms of Standing Order No. 36 (c), to implement the agreed salary grades for Early Years Managers with immediate effect.

## 2 Recommendation(s)

2.1 The Committee is asked to approve the following recommendation(s):

- (1) that the action taken, in terms of Standing Order No. 36 (c), by the Executive Directors (Corporate Resources) and (Education Resources), in consultation with the Chair and ex officio member to implement the agreed grades for Early Years Managers with immediate effect, be noted.

## 3 Background

- 3.1 Following the early years agreement which was approved by Corporate Resources Committee in September 2004, it was established that the existing management grades would be subject to review in line with the Council's Broad Banded Grading scheme.
- 3.2 The previous management grades reflected the previous structure arrangements of Pre-5 Units and Day Grade Units.
- 3.3 In constructing the revised grades, the review considered the management arrangements within the context of each individual establishment, the differing needs reflecting size, location, complexity and number of staff in post and the staff to child ratios associated with each establishment.

## 4. Revised Grades

- 4.1 By taking the factors detailed in paragraph 3.2 into consideration, the following grades were devised:-

Early Years Head of Integrated Unit	scp 80 – 84 £33,606 - £35,670
Early Years Head	scp 72 – 77 £29825 - £32,140
Early Years Group Head	scp 72 – 77 £29825 - £32,140
Head of Support Unit	scp 72 – 77 £29825 - £32,140
Locality Head	scp 64 – 70 £26,487 - £28,956
Early Years Depute	scp 64 – 70 £26,487 - £28,956

Appendix one illustrates how this structure affects each Nursery establishment.

## **5 Employee Implications**

- 5.1 Discussions were held with Unison and agreement was reached to implement the revised grades with effect from 1 October 2004 with implementation arrangements reflecting the principles agreed for Early Years workers including an ex-gratia payment of up to £1200.

## **6 Financial Implications**

- 6.1 In terms of the costs of implementing the revised grades, this can be met from existing budgets.

## **7 Other Implications**

- 7.1 None

## **8 Consultation**

- 8.1 Consultation with Unison has been ongoing and implementation has been agreed.

**Alan Cuthbertson**

**Executive Director (Corporate Resources)**

**Maggi Allan**

**Executive Director (Education Resources)**

4 February 2005

## **Link(s) to Council Objectives**

- Delivering the Most Modern Services
- Managing South Lanarkshire's Wealth of Resources

## **Previous References**

- Report to Corporate Resources Committee, 24 September 2003

## **List of Background Papers**

None

## **Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

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## Appendix One: Early Years Revised Grades

<b><i>Name of Establishment</i></b>	<b><i>Management Structure</i></b>	<b><i>Management Grades</i></b>
Ballerup Nursery Centre	Early Years Head Early Years Depute	scp 72 77 £29,825 - £32,140 scp 64 – 70 £26,487 - £28,956
Blantyre Nursery Centre	Early Years Group Head	scp 72 -77 £29,825 - £32,140
Springwell Pre-5 Centre	Locality Head	scp 64 – 70 £26,487 - £28,956
Cathkin Community Nursery	Early Years Head Early Years Depute	scp 72 77 £29,825 - £32,140 scp 64 – 70 £26,487 - £28,956
Early Learning Unit	Early Years Head of Integrated Unit Head of Support Unit Early Years Depute	scp 80 – 84 £33,606 - £35,670  scp 72 - 77 £29,825 - £32,140 scp 64 – 70 £26,487 - £28,956
Earnock Parent and Children's Centre	Early Years Group Head Early Years Depute	scp 72 –77 £29,825 - £32,140 scp 64 – 70 £26,487 - £28,956
Laighstonehall Children's Centre	Locality Head	scp 64 – 70 £26,487 - £28,956
First Step Community Nursery	Early Years Head Early Years Depute	scp 72 - 77 £29,825 - £32,140 scp 64 – 70 £26,487 - £28,956
Halfmerke Community Nursery	Early Years Head	scp 72 - 77 £29,825 - £32,140
Larkhall Children's Centre	Early Years Head	scp 72 - 77 £29,825 - £32,140
Rutherglen Day Nursery	Early Years Head Early Years Depute	scp 72 - 77 £29,825 - £32,140 scp 64 – 70 £26,487 - £28,956
Rigside and Rural Community Nursery	Early Years Head	scp 72 - 77 £29,825 - £32,140