

6 August 2015		ITEM: 5
General Services Committee		
Proposal to implement a pay award for Music Tutors working for Thurrock Music Services		
Wards and communities affected: None	Key Decision: Non-key	
Report of: Richard Brittain, Head of Music Services		
Accountable Head of Service: Carmel Littleton, Director of Children's Services		
Accountable Director: Chief Executive		
This report is public		

Executive Summary

This report is to propose a pay award of 2.2% for work undertaken by Music Tutors for Thurrock Music Services effective from 1st September 2015.

- The Music Tutors have not received any form of pay award for a number of years.
- Music Tutors working for Essex Music Services were awarded a 2.2% pay increase from 1st January 2015, and there is great parity/similarity in the pay structures and types of work undertaken.
- Several of the music tutors work part-time hours for other neighbouring organisations in addition to Thurrock.
- There is evidence that over time some tutor capacity has been re-directed to neighbouring organisations.
- Music tutor capacity has reduced to such a level that responding to customer demand is becoming increasingly more challenging.
- This pay award is proposed to enable the music service to remain competitive and be better placed to recruit and retain suitably skilled and experienced Music Tutors for the future.

1. Recommendation(s)

- 1.1 Approval is sought for a pay award of 2.2% to be implemented for work undertaken by Music Tutors working for Thurrock Music Services, effective from 1st September 2015.**

2. Introduction and Background

- 2.1 The Music Service is an externally grant funded service, through the provision of the Music Education HUB grant received from Arts Council England on behalf of the Department for Education. The required programme of delivery is in accordance with the grant requirements and is linked to the National Plan for Music Education. In order to realise this programme, the service is heavily reliant on capacity provided by a team of part-time music tutors. The breadth of the provision dictates the need for a tutor team able to offer collectively a broad range of music tuition skills and respond to customer demand.

3. Issues, Options and Analysis of Options

- 3.1 Music tutors receive remuneration for tuition they provide based on a set of hourly rates and dependent on the type of work that is being delivered (see Appendix 1). The majority of the team work also for neighbouring organisations, providing a similar provision.
- 3.2 The tutors have not received a pay award for a number of years and there has been a noticeable movement of tutor capacity away from Thurrock. This has led to increasing challenges in the ability of the music service to respond fully to customer demand.
- 3.3 In January 2015, music tutors working for Essex Music Service received a pay award of 2.2% in line with the Local Government Services award for staff on Bands 1-4.

4. Reasons for Recommendation

- 4.1 In order to remain competitive and to retain/recruit music tutors with suitable skills, experience and expertise, a 2.2% pay award, effective from 1st September 2015, is proposed.
- 4.2 The proposed increase would be funded by a combination of the Music Education HUB grant and generated income from front line delivery and, therefore, at no cost to the council.
- 4.3 Whilst the current grant reaches a conclusion in March 2016, tutors are paid only for work delivered, agreed with schools and pupils on a school term by term basis. The spring term 2016 programme concludes at the end of March 2016.
- 4.4 A shortage of tutor capacity would lead to increasing difficulties in offering and delivering a full range of provision in accordance with the requirements of the Music Education HUB grant and the National Plan for Music Education.

5. Consultation (including Overview and Scrutiny, if applicable)

- 5.1 This proposal has been discussed with the Chair of the Thurrock Music Education HUB Board, who is in full agreement. Also, the Director of Children's Services (Carmel Littleton) has been made aware of this in relation to the attached Appendix table (*Proposed TMS Hourly Rates for Music Tutors – effective from 01-09-2015 ~ including 2.2% pay award*), defining the elements of pay including holiday entitlement.

6. Impact on corporate policies, priorities, performance and community impact

- 6.1 The work of the music services contributes significantly to Council priorities around Learning; Opportunity; Building Pride and Respect.
- 6.2 Pupils engaging with the services programme of opportunity come from throughout the borough and tuition takes place in schools and at other locations across Thurrock.
- 6.3 A reduction in available tutor capacity would, inevitably have an impact on the extent to which the service would be able to contribute to each of these priorities.

7. Implications

7.1 Financial

Implications verified by: **Kay Goodacre**
Finance Manager

The Music Service is externally grant funded through the Music Education HUB grant and in receipt of generated income from service delivery.

The total projected music tutor cost for 2015-2016 delivery, including on-costs, is £367k. This does not include the cost of capacity provided by core members of staff that are salaried. The projected cost of implementing the pay award up to March 31st 2016 is app. £5.4k additional. Any costs beyond March 31st 2016 are subject to what follows after the conclusion of the current grant arrangement. It is not anticipated that there will be any further indication until after the conclusion of the impending Government departmental spending review.

7.2 Legal

Implications verified by: **Chris Pickering**
Principal Solicitor – Employment and Litigation

The music tutors have not yet benefitted from any recent pay awards implemented in the public sector.

7.3 Diversity and Equality

Implications verified by: **Rebecca Price**
Community Development Officer

The proposed pay award for music tutors would apply equally across the board in accordance with the defined pay rates for different types of delivery.

7.4 Other implications (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

A shortage of music tutor capacity would bring into question the ability of the music service to maintain and develop provision in accordance with the requirements of the Music Education HUB grant and the National Plan for Music Education.

8. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

9. Appendices to the report

- Appendix 1 - Proposed TMS Hourly Rates for Music Tutors – effective from 01-09-2015 ~ including 2.2% pay award.
- Appendix 2 - Proposed TMS Music Tutor Pay scales from September 01-09-2015 – comparison with Essex Music Service pay rates.

Report Author:

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Children's Services