

KEY DECISION

Proposed to be made by
the Cabinet on
3 September 2008

<p>LEAD MEMBER/ PORTFOLIO HOLDER</p> <p>Councillor Roger Smith</p>	<p>ITEM</p> <p>SINGLE STATUS – IMPLEMENTATION OF A NEW PAY AND GRADING STRUCTURE, AND REVIEW OF TERMS AND CONDITIONS OF EMPLOYMENT FOR STAFF EMPLOYED ON NJC CONDITIONS OF SERVICE.</p>	<p>WARDS AFFECTED</p> <p>All</p>
<p>DOCUMENTS TO BE CONSIDERED BY THE DECISION TAKER</p> <p>Report of the Head of Human Resources and Organisational Development</p> <p>REPORT AUTHOR</p> <p>Jo Pitman Head of Human Resources and Organisational Development</p> <p>01527 881479</p>	<p>SUMMARY</p> <p>The purpose of this report is to seek Cabinet agreement to implement “Single Status”/Job Evaluation (a new pay and grading structure) for all workers employed under National Joint Council (NJC) for Local Government Services terms and conditions of employment, as required by the nationally negotiated pay award April 2004-7.</p> <p>It will outline proposals in respect of a new pay structure for Council employees, and will address the question of pay protection for those employees whose pay it is recommended will drop if the proposals are approved. The report will also address limited changes to terms and conditions of employment and will outline the response of the trade unions to the proposals, whilst also detailing the extent to which they have been involved in the development of the proposals.</p> <p>The report will only be put forward for Cabinet’s consideration in June if the majority response of the staff ballot is in favour of the proposals.</p>	<p>REASONS FOR BEING ON THE FORWARD PLAN</p> <p>Will result in expenditure in excess of £50,000.</p>

CONSULTATION DETAILS	Method of Consultation	Consultation period or dates
<p>Stakeholders</p> <ol style="list-style-type: none"> 1. Corporate Management Team 2. Cabinet and Lead Portfolio Holder 3. Employees – all those employed on NJC Conditions of Service (excludes the Corporate Management Team) 4. Trade Unions – Unison, UCATT and GMB. 	<p>The 3 recognised trade unions have been consulted as key members of the Single Status Steering Group since the inception of the project in 2006. The consultation and negotiations with them have taken the form of regular meetings of the joint steering group, in which they have been recognised as key partners. In accordance with the principle of openness and transparency, the trade unions have been heavily involved in the development of the pay model in order to understand the extent of the council's financial limitations and to ensure their buy-in. As the project has developed, the consultation meetings have increased in frequency. The relationship between the Council and the unions during the consultation process has however been positive throughout, with a shared principle of wishing to implement these proposals through a Collective Agreement.</p> <p>The Corporate Management Team has been consulted collectively through Corporate Management Team meetings, and individually as Heads of Service in order to consider the overall effect upon the workforce; specifically in relation to degrees of acceptance in relation to the proposals and how they may impact upon organisation performance, and the Council's reputation as an Employer.</p> <p>The staff affected are to be consulted on the proposals through a ballot – whether they are members of a trade union or not. The results of the ballot will determine whether Officers feel able to recommend the proposals to Cabinet as ready for implementation via a Collective Agreement signed by the Unions and the Council's Officers. The ballot is to be timed so that the Cabinet can make a decision when the results of the ballot are known. If the ballot generates more than 50% in a yes vote it will be considered strong enough to recommend implementation through a Collective Agreement.</p>	<p>Steering Group (including trade unions) July 2006 – May 2008.</p> <p>Staff – through the Ballot – proposed timescales May – June 2008.</p>

DECISION TO BE MADE IN PARTNERSHIP WITH

N/A