

EAST AYRSHIRE COUNCIL

CABINET – 18 AUGUST 2010

APPLICATION FOR ADMISSION AS A DEPUTATION FROM JOINT TRADE UNIONS

Report by Executive Director of Finance and Corporate Support

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to submit to Cabinet an application for admission from the Joint Trade Unions representing Local Government Employees in relation to the Council's proposals in respect of revised terms and conditions of service.

2. STANDING ORDERS

- 2.1 Standing Order 44 (i) states:-

No deputations shall be received by the Council, the Cabinet, Committee, Forum or Panel unless an application for admission to the meeting setting forth the matters on which the deputation desire to be heard shall have been lodged with the Chief executive at least 12 clear days prior to the date of the meeting. Notice of any such application shall be entered in the summons calling the meeting and such meeting may agree or decline to receive the deputation.

- 2.2 Attached as an Appendix to this report is the application for admission to the meeting of Cabinet which has been submitted by the Joint Trade Unions in accordance with Standing Order 44 (i).

2. BACKGROUND

- 2.1 The application for admission submitted by the Joint Trade Unions relates to the Council's proposals in respect of revised terms and conditions of service for Local Government Employees which have been the subject of consultation and negotiation between management and the Trade Unions. The outcome of this consultation and negotiation is the subject of a separate report which will be considered by Cabinet elsewhere on the Agenda.

9. RECOMMENDATION

- 9.1 Cabinet is invited to consider the request that it receives a deputation from the Joint Trade Unions.

Alex McPhee
Executive Director of Finance and Corporate Support
5 August 2010

LIST OF BACKGROUND PAPERS

Nil

Any person wishing to inspect the Background Papers or wishing further information should contact Martin Rose, Head of Human Resources, telephone: (01563) 576092.

Implementation Officer: Martin Rose, Head of Human Resources

APPLICATION FOR ADMISSION FROM THE JOINT TRADE UNIONS

The Joint Trade Unions wish to address the members of Cabinet on Service Conditions issues as follows:-

1. Make a verbal presentation to supplement the written material we will submit to Cabinet on issues such as the Standard Working Week, Overtime Rates and Car Mileage.
2. The Joint Trade Unions accept that some of our proposals will have cost implications for the Council, although our overtime proposal actually represents a cut in current costs. The Joint Trade Unions also feel that our proposals can be supported on the basis of fairness and natural justice and we would therefore wish the opportunity to address cabinet members directly on these issues.

I would ask that the above submission is progressed to the appropriate channels.

Arthur West
Joint Trade Union Convener

(taken from e-mail of 5 August 2010 from Joint Trade Union Convener to the Head of Human Resources)

The written material referred to above is set out below:-

Joint Trade Union Points on Standard Working Week

Introduction The Joint Trade Unions feel the proposed Core Working week of 6.00am – 10.00pm over Monday – Sunday is unreasonable and provides very little scope for recognising employees who work unsocial hours. It also compares unfavourable with the Standard Working Weeks arrangements in the neighbouring authorities of North & South Ayrshire.

Suggested Alternative Core Working Week The Joint Trade Union reps within the Conditions of service negotiating team would wish to put forward a proposal for a Core Working Week of 7.00am – 7.00pm, Monday to Sunday, to be given consideration.

Suggested Enhancements For Working Non Core Hours Where as part of their working week staff are required to work outwith the core hours detailed above they should be entitled to receive an additional allowance. This allowance should be based on the matrix below.

1. Up to 150 hours worked annually outwith core working week - 3% of contractual salary.
2. 150 – 350 hours worked annually outwith core working week – 6% of contractual salary.
3. 351 – 550 hours worked annually outwith core working week – 8% of contractual salary.
4. 551 – 750 hours worked annually outwith core working week – 10% of contractual salary.

5. 751 – 950 hours worked annually outwith core working week – 12% of contractual salary.
6. Over 951 hours worked annually outwith core working week – 15 % of contractual salary.

Contractual Nature of Non Core Working Hours Payment The contractual non core working payments should be in the view of the Joint Trade Unions apply to all hours worked up to the full time equivalent of a particular post, after which overtime premium rates will apply. The Joint Trade Union view is the contractual hours allowance will apply to the calculation of sickness, holiday and maternity and adoption pay.

Additional Clarification Point In making the above proposal the Joint Trade Unions do so on the basis of noting that there are separate arrangements for the payment of shifts and overtime.

1. The Joint Trade Union position remains that changes to Car Mileage Rates should be postponed to allow a more detailed look at the operational and cost implications around issues such as the purchase or lease of pooled vehicles in the light of staff withdrawing their cars for use at work.
2. The Joint Trade Unions still wish the following statement to be included in the Cabinet report:- ***“The Joint Trade Unions will engage constructively with the Council in on going review process in relation to Single Status issues”***
3. The Joint Trade Union remain of the view that a shift banding of 10%, 12.5% and 20% should be put in place.
4. The Joint Trade Unions take the view that two current grievances involving Social Work Drivers and four School Janitors re contractual overtime should be resolved by including these staff groups within the overall Conditions Of service Cash Preservation arrangements.
5. The Joint Trade Union recognise that overtime is worked in various areas of the Council. Whilst we would prefer that our members did not feel they had to work overtime, we recognise that it is a factor in some people’s jobs. We also accept that from an operational point of view it is necessary that overtime is sometimes worked and the Joint Trade Unions propose the following re future Overtime Payments:-
 - a) Sundays or Public Holidays - Double Time
 - b) Rest Days - Double Time with overtime on a Rest Day to be subject to a minimum payment of two hours at double time.
 - c) Saturdays and Free Days - Time and a half
 - d) All other times – Time and a half

Clarification Point – The above proposals represent a drop in overtime rates overall as Double Time and a fifth payments, which are currently paid are not contained within these proposals