

## **EAST AYRSHIRE COUNCIL**

**CABINET – 29 SEPTEMBER 2010**

### **SCOTTISH JOINT COUNCIL FOR LOCAL GOVERNMENT EMPLOYEES AND SCOTTISH JOINT COUNCIL FOR CRAFT OPERATIVES PAY INCREASE 2010/11 – 2012/13**

#### **Report by the Executive Director of Finance and Corporate Support**

#### **1. PURPOSE OF REPORT**

- 1.1 The purpose of this report is to advise Cabinet of the implementation of a salary increase for employees covered by the Scottish Joint Council for Local Government Employees and the Scottish Joint Council for Craft Operatives.

#### **2. BACKGROUND**

- 2.1 The representative Trade Unions in membership of both the Scottish Joint Council for Local Government Employees and the Scottish Joint Council for Craft Operatives submitted pay claims towards the end of 2009.
- 2.2 Following consultation with member Councils, the CoSLA negotiating team provided a formal response to the Trade Unions in early 2010 offering a three year settlement of 1% in 2010/11; 0% in 2011/12; and 0.5% in 2012/2013.
- 2.3 The Trade Unions rejected the offer outlined in para 2.2 above and following a meeting of Council Leaders on Friday 27 August 2010 it was agreed to implement a three year pay settlement of 0.65% in 2010/11; 0% in 2011/12; and 0% in 2012/2013.

#### **3. IMPLEMENTATION**

- 3.1 Following the meeting of Leaders on 27 August 2010, CoSLA issued Personnel Services Circular - Industrial Relations : 02/10 - Spinal column of hourly rates for Local Government Employees and Personnel Services Circular - Industrial Relations : 03/10 - Spinal column of hourly rates for Craft Operatives.
- 3.2 The Circulars referred to in para 3.1 above have been implemented by the Head of Human Resources in accordance with the Scheme of Delegation which permits the immediate implementation of any Circular from any officially recognised body which allows no discretion to the Council with the terms of such circulars being reported to Cabinet for information.

#### **3. FINANCIAL IMPLICATIONS**

- 3.1 The cost of the agreed pay award can be met from resources set aside for that purpose.

**4. POLICY/LEGAL IMPLICATIONS**

4.1 There are no policy or legal implications arising from this report.

**5. COMMUNITY PLANNING IMPLICATIONS**

5.1 There are no community planning implications arising from this report.

**6. RECOMMENDATIONS**

6.1 Cabinet is recommended to note the content of the report.

**Alex McPhee**  
**Executive Director of Finance and Corporate Support**  
**13 September 2010**

**LIST OF BACKGROUND PAPERS**

Nil

Members wishing further information should contact Martin Rose, Head of Human Resources, Tel: (01563) 576092.

Implementation Officer: Martin Rose, Head of Human Resources