

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE – 17th FEBRUARY 2005

SESSIONAL STAFF RATES OF PAY

Joint Report by the Depute Chief Executive/Executive Director of Corporate Support and Executive Director of Neighbourhood Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to seek approval to increase the rates of pay for sessional staff within Neighbourhood Services Department.

2. BACKGROUND INFORMATION

- 2.1 Sessional staff are required for the delivery of the wide range of children's activities and fitness and health related activities. They work closely with full time professional staff and are a key element in the department's service delivery.
- 2.2 Full time Leisure Development and Community Recreation staff direct the work of the sessional staff who work usually on a specified project or for a specific number of weeks in support of the strategic work of the department.
- 2.3 It has been some years since the majority of these categories of staff have received any increase to their rate of pay. This has been due to their previous alignment with rates agreed by committee which were based on hourly rates paid within the private sector and similar service providers.
- 2.4 The pay scales are not aligned with the salary scales spinal column points and as a result they have not received any increase to reflect inflation.

3. PROPOSAL

- 3.1 The existing rates of pay be aligned with spinal column points to ensure that in future sessional staffs' pay is increased in line with local pay awards and will be dealt with under the Council's Scheme of Delegation.

3.2

| Current rate Per hour | Proposed Hourly Rate | Fixed Spinal Column Point |
|--------------------------|-------------------------|------------------------------|
| £5 | £5.53 | 3 |
| £7 | £7.20 | 11 |
| £10 | £10.13 | 25 |

| | | |
|-----|--------|----|
| £12 | £12.30 | 31 |
|-----|--------|----|

4. FINANCIAL IMPLICATIONS

- 4.1 It is estimated that the increased costs associated with this proposal amounts to £9,600 which can be met from within existing budgets.

5. POLICY/LEGAL IMPLICATIONS

- 5.1 This proposal intersects with the delivery of the Community Plan in particular the Improving Health Section and the Council's emerging Cultural Strategy.

6. TRADE UNIONS

- 6.1 The proposal has been agreed by the Trade Unions.

7. RECOMMENDATIONS

- 7.1 The Corporate Governance Committee is asked to approve the above pay rates effective from 1 April 2005.

Elizabeth Morton
Depute Chief Executive/
Executive Director of Corporate
Support
WS/FL/JK
21ST January 2005

William Stafford
Executive Director of Neighbourhood
Services

BACKGROUND PAPERS

Nil

Anyone wishing further information should contact John Griffiths, Head of Leisure Services on 01563 576264 or George Park, Employee Relations Manager on 01563 576095.

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