

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE – 16TH NOVEMBER 2004

Report by the Depute Chief Executive/Executive Director of Corporate Support

SINGLE STATUS UPDATE

1. PURPOSE OF REPORT

The purpose of this report is to advise members of a revised timetable for the implementation of the Single Status Agreement.

2. BACKGROUND

The Committee has received regular reports on the progress being made in respect of the implementation of the Single Status Agreement in particular the job evaluation element. The report to the Committee on 31st March 2004 indicated that the likely implementation date within East Ayrshire would be 1st April 2005.

3. CURRENT POSITION

Although work is ongoing regarding the evaluation of posts, the development of revised pay models and harmonised conditions of service, it will not be possible to implement the Single Status Agreement on 1st April 2005 and it is necessary to set a revised date.

The Trade Unions both locally and nationally have indicated that the longer Councils fail to implement the Single Status Agreement the more likely they are to be open to challenges on the grounds of equal pay. Although setting a firm implementation date does not remove completely the possibility of an equal pay challenge, it at least indicates to the Trade Unions and to employees a clear intention to complete the job evaluation and related aspects of the Agreement in a reasonable and achievable timeframe.

4. PROPOSALS

It is proposed that the implementation date for the Single Status Agreement be set as 1st April 2006 based on the following timetable:-

<u>Action</u>	<u>Completion date</u>
Finalised package for submission to Trade Unions	1 st April 2005
Agreement with Trade Unions	1 st July 2005

CMT, Corporate Governance Committee and Council approval	29th September 2005
Issue revised contracts of employment	October – December 2005
Implement revised pay and grading	1 st April 2006

As members will note the above timetable is challenging in terms of timescales. Although 1st April 2006 may seem a reasonably distant date the reality is that agreement must be reached with the Trade Unions by 1st July 2005 in order to allow the Council and its appropriate Committees to consider the proposed agreement and ultimately for employees to be issued with revised contracts of employment. The revised timescale will also enable the financial implications arising from the implementation to be considered in the budget setting exercise for the financial year 2006/07.

5. TRADE UNION CONSULTATIONS

The revised timetable was discussed with the Trade Unions at a meeting held on Tuesday 26th October 2004. Although they are concerned that previous target dates have not been met they acknowledged that the revised timetable was reasonable and achievable taking all factors into account.

6. COMMUNICATIONS

It is proposed to issue to all employees affected by the Single Status Agreement an updated joint communications statement on the current position on behalf of the Council and the Trade Unions at the earliest opportunity.

7. RECOMMENDATIONS

The Committee is asked to

- (a) approve the revised timetable for the implementation of the Single Status Agreement; and
- (b) note that regular update reports will be submitted to the Committee.

Elizabeth Morton
Depute Chief Executive/Executive Director of Corporate Support
1st November 2004

LIST OF BACKGROUND PAPERS

1. Previous Single Status update reports to Corporate Governance Committee

Anyone wishing further information on this report should contact Martin Rose, Head of Personnel, telephone (01563) 576092.