

## **EAST AYRSHIRE COUNCIL**

### **CORPORATE GOVERNANCE COMMITTEE – 21 SEPTEMBER 2004**

#### **SINGLE STATUS UPDATE**

##### **Report by Depute Chief Executive/Executive Director of Corporate Support**

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

- 1.1** To update the Committee on the Council's response to the Scottish Joint Council's Single Status Agreement.

#### **2. BACKGROUND INFORMATION**

- 2.1** The Single Status Agreement relates to the Local Government Employees Pay Award Body, which encompasses the former APT&C and Manual Workers groups. The Agreement aims to harmonise pay and conditions of service arrangements for Local Government Employees and ensure equality of treatment in pay and grading matters.
- 2.2** To support the development of local pay and grading structures to integrate former APT&C and Manual Employees, a Job Evaluation scheme was developed jointly by the Scottish Joint Council (SJC), which the Council is using along with the majority of other Councils. An underpinning principle of Job Evaluation is that it focuses on the tasks and responsibilities within the job, not the performance of the person undertaking the job.

#### **3. NATIONAL POSITION**

- 3.1** In order to ensure that momentum is maintained in implementing the Single Status Agreement, including Job Evaluation, an Employers' Support Group has been established. The Support Group comprises six members of the SJC with two officer advisers and will report monthly to the Leaders' meetings.

#### **4. JOB EVALUATION - PROGRESS REPORT**

- 4.1** As at 20 August 2004, 883 jobholders had provided job related information to job analysts as part of the information gathering exercise. This includes the outstanding groups of Nursery Staff.
- 4.2** Members will be aware that under the Single Status Agreement, local authorities will develop their own pay and grading structure, with the Job Evaluation scheme producing a rank order of jobs to support the new grading and pay structure for the Council. The Council are currently working with Link Pay and Reward Consultants, who have worked with local authorities in England and also other local authorities in Scotland, to assist our development of a new grading and pay structure.

**4.3** The feedback from the Link Consultants is that the trends in our preliminary job evaluation outcomes is similar to that experienced elsewhere, namely that the status quo will be challenged and there will be movement in the current hierarchy.

## **5. CONDITIONS OF SERVICE**

**5.1** The last meeting with the Trade Unions was held in May 2004 following which they indicated that they required more information on a number of the Council's proposals. This additional information is being collated and further meetings will be held with the Trade Unions in an effort to reach agreement on the package of conditions of service.

## **6. COMMUNICATION**

**6.1** The Council remains committed to ensuring regular communication to employees covered by the Single Status Agreement. A Single Status Update was issued in Autumn's edition of the Council's in house magazine Eastwords. Per Circular 1/04 advised that the Council and its Trade Unions remain committed to implementing the Single Status Agreement, at as early a date as possible.

## **7. LEGAL/AUTHORITY/FINANCIAL IMPLICATIONS**

**7.1** As previously reported, the financial implications arising from the Single Status Agreement cannot yet be fully quantified. However, the Executive Head of Finance is monitoring the potential impact of the agreement and this has included the Council setting aside budgetary provision as part of the 2004/2005 budget setting exercise.

## **8. RECOMMENDATIONS**

**8.1** The Committee is asked to:

(a) note this report updating the Committee on the Council's response to the Single Status Agreement for Local Government Employees; and

(b) ask the Depute Chief Executive/Executive Director of Corporate Support to continue to provide future update reports.

Elizabeth Morton  
Depute Chief Executive/Executive Director of Corporate Support  
6 September 2004

### **LIST OF BACKGROUND PAPERS**

1. Previous Single Status Updates/reports to the Corporate Sub-Committee

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