

EAST AYRSHIRE COUNCIL

CORPORATE SUB-COMMITTEE OF POLICY AND RESOURCES COMMITTEE 9 APRIL 2002

SINGLE STATUS UPDATE

Report by Head of Personnel

1. PURPOSE OF REPORT

- 1.1 To provide an update to the Sub-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 ensuring equality of treatment.
- 2.2 The Sub-Committee has asked the Head of Personnel to provide regular updates with regard to the Council's implementation of the Single Status Agreement.

3. JOB EVALUATION

- 3.1 At the meeting of the Scottish Joint Council on 22 February 2002, it was agreed that the date for councils to complete the job evaluation exercise and assimilate all employees to a new spinal column of hourly rates be extended from 1 April 2002. This agreement was reached as due to unforeseen problems in the development of the Scottish Councils Job Evaluation Scheme the majority of Councils were not expected to meet the target date of 1 April 2002. Accordingly the Scottish Joint Council has agreed that councils will be expected to have completed the exercise by 1 April 2004.
- 3.2 The information gathering exercise for the representative sample jobs is ongoing and the number of discussions undertaken in the council under Phase 2 of the information gathering exercise up to the end of February 2002 is sixty. As previously reported, jobholders in representative sample jobs are asked to complete a questionnaire and attend a discussion with job analysts as these are the jobs that will be used to allow the development of a pay structure at a local level. Regular meetings are held with the Council's two Trade Union Convenors to ensure they are kept informed of progress.

4. CONDITIONS OF SERVICE

- 4.1 As previously reported, under the Single Status implementation Agreement, the working hours of former Manual Workers and Residential Workers reduced from 38 hours to 37 hours on 1 April 2002. Part-time employees are entitled to a pro-rata

reduction in the working week. Similar to the previous reduction in hours from 39 to 38, the Council achieved advance agreement with Trade Union and the reduction was implemented from 1 April 2002.

5. COMMUNICATION

- 5.1** In accordance with the Council's commitment to ensuring regular communication to employees covered by the Single Status Agreement. All employees and line managers involved in providing information under the job evaluation exercise attend briefing sessions and are issued with guidance notes to explain their role in the process. Since the last meeting of the JCC, Single Status Update #8 has been reviewed to include the outcome of the meeting of the SJC on 22 February 2002 on the Single Status Implementation Date and will be issued within an early April edition of Eastwords.

6. LEGAL/POLICY/FINANCIAL IMPLICATIONS

- 6.1** As previously reported, the financial implication for the Council arising from the Single Status Agreement cannot yet be quantified. However, the Director of Finance has been asked to consider the potential impact of the agreement as he advises the council in the preparation of its budgets.
- 6.2** The financial implications arising from the reduction in the working week element of the agreement was contained within the provision made by the Council in its 2002/03 budget.

7. RECOMMENDATIONS

- 7.1** The Sub-Committee is asked to:
- (a) note this update report on the Council's response to the Single Status Agreement for Local Government Employees; and
 - (b) ask the Head of Personnel to provide future update reports.

Graham Haugh
Head of Personnel
8 March 2002

LIST OF BACKGROUND PAPERS

1. Previous Update Reports to Corporate Sub-Committee meetings.

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

UPDATE