

EAST AYRSHIRE COUNCIL

CORPORATE SUB - COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE - 19 NOVEMBER 2002

REPORT ON SINGLE STATUS UPDATE

Report by Depute Chief Executive/Director of Corporate Resources

1. PURPOSE OF REPORT

- 1.1 To update 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 receives regular updates with regard to the Council's implementation of the Single Status Agreement and the Director of Corporate Resources provides ongoing progress reports.

3. JOB EVALUATION - PROGRESS REPORT

- 3.1 Members were advised at their meeting of 24 September 2002 of proposed changes to the Scottish Council's Job Evaluation Scheme and the COSLA Gauge job evaluation software. Both the Trade Unions and the Employers' Sides of the Scottish Joint Council formally endorsed these changes at their meeting of 24 October 2002.
- 3.2 The changes have resulted in some additional job information being required. Although the evaluation data for the 242 jobholders in the representative sample jobs completed has now been re-input to the job evaluation software, the Job Evaluation Team will require further information from some jobholders in support of the changes. It is anticipated that this can be obtained without a further interview with the jobholder, either through telephone contact or written correspondence. The Trade Unions have agreed this process locally.
- 3.3 As at 31 October 2002, the Job Evaluation Team has met with 323 jobholders as part of the job evaluation information gathering exercise. This includes 81 discussions with "generic" and "unique" jobholders. Generic jobs are those jobs, not included in the "representative sample", where a number of jobholders do broadly similar work or the demands of the job are similar. Unique jobs are those that are genuinely "one-offs" in the Council and do not match any other job the Council has.
- 3.4 The Council has identified that there are approximately 500 jobholders within the generic and unique groups required to provide information on jobs and the Job Evaluation Team continues to make good progress against the overall implementation date of 1 April 2004

4. CONDITIONS OF SERVICE

- 4.1** The Single Status Steering Group, involving Senior Officers representing all Council services, is currently considering the harmonisation issue of conditions of service between former APT&C and Manual Workers. A special meeting has been arranged to discuss this on 26 November 2002 and it is anticipated that discussions will take place with relevant Trade Unions early in 2003.

5. COMMUNICATION

- 5.1** The Council remains committed to ensuring regular communication to employees covered by the Single Status Agreement. Single Status Update #9 has been issued with the Autumn edition of the Council's in house magazine Eastwards and Single Status Update #10 is being prepared for the Winter edition.

6. LEGAL/AUTHORITY/FINANCIAL IMPLICATIONS

- 6.1** As previously reported, the financial implications arising from the Single Status Agreement cannot yet be quantified. However, as previously reported, 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.

7. RECOMMENDATIONS

- 7.1** The Sub-Committee is asked to:
- (a) note this report updating the Sub-Committee on the Council's response to the Single Status Agreement for Local Government Employees; and
 - (b) ask the Depute Chief Executive/Director of Corporate Resources to continue to provide future update reports.

Fiona Lees
Depute Chief Executive/Director of Corporate Resources
31 October 2002

LIST OF BACKGROUND PAPERS

- 1.** Previous Single Status updated reports to Corporate Sub-Committee.

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

AGENDA