

EAST AYRSHIRE COUNCIL

PERSONNEL AND PROPERTY SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE- 13 FEBRUARY 2001

LOCAL GOVERNMENT EMPLOYEES , CRAFT GROUP EMPLOYEES AND CHIEF OFFICIALS – PAY INCREASES

Report by the Depute Chief Executive/Director of Corporate Resources

1. PURPOSE OF REPORT

- 1.1** To advise the Sub-Committee of the Council's receipt of various correspondence from CoSLA relating to pay increases to Local Government Employees, Craft Group Employees and Chief Officials.

2. BACKGROUND

- 2.1** The Council's Scheme of Delegation provides the Depute Chief Executive/Director of Corporate Resources with authority to instruct the immediate implementation of any circular from any officially recognised body which allows no discretion to the Council. The terms of such circulars are reported to this Committee for information.
- 2.2** The pay increases to Local Government Employees, Craft Group Employees and Chief Officials which have been actioned by the Depute Chief Executive/Director of Corporate Resources in accordance with the Scheme of Delegation.

3. 2000 PAY NEGOTIATIONS – LOCAL GOVERNMENT EMPLOYEES

- 3.1** The Sub-Committee at its meeting on 21 November 2000 approved COSLA's recommendation to implement the revised rates of pay with effect from 1 October 2000 of a 3% increase on current pay points with 2% of that backdated to 1 April 2000 and with effect from 1 February 2001 a 3% increase on 1 October 2000 pay points.
- 3.2** Copies of the revised rates of pay have been received and are available on request from the Head of Personnel.
- 3.3** As Members will be aware UNISON agreed to suspend all industrial action with effect from 15 January 2001 for a period of two weeks pending the outcome of meaningful negotiations with the Employers' side.
- 3.4** Initial discussions have focused on a settlement covering 2002 –2003 and 2003-2004.
- 3.5** CoSLA will consult with Councils on the shape of a likely settlement in due course and a verbal report on any change in the situation will be provided to the Sub – Committee meeting.

4. CRAFT OPERATIVES 2000 PAY SETTLEMENT – CS/42

- 4.1 The Craft Groups pay agreement as detailed in Circular CS/42 reflects with effect from 1 July 2000 a 2% increase on current weekly rates of pay; with effect from 1 January 2001 a 1% increase and with effect from 1 May 2001 a 3% increase with a subsequent flow through to all allowances.
- 4.2 Copies of the circular are available on request from the Head of Personnel.

5. CHIEF OFFICIALS 2000/2001 PAY SETTLEMENT – CO/134

- 5.1 The Chief Officials pay settlement as detailed in Circular CO/134 reflects with effect from 1 April 2000 a 2% increase on current pay points, a 1% increase on pay points with effect from 1 October 2000 and a 3% increase on pay points with effect from 1 April 2001.
- 5.2 Agreement was also reached on the review of Chief Executive's salaries to take into account the changes in responsibilities and bandings that have affected Chief Executive's since 1996. Details of the review will be sent out to Councils in a separate circular.
- 5.3 Copies of the circular are available on request from the Head of Personnel.

6. POLICY /LEGAL IMPLICATIONS

- 6.1 As detailed above, the Craft Group and Chief Officials pay increases have been actioned by the depute Chief Executive/Director of Corporate Resources in accordance with the Scheme of Delegation and communicated to the Heads of Department for implementation.

7. FINANCIAL IMPLICATIONS

- 7.1 The pay increases have been considered by the Policy and Resources Committee as part of the Council's budgetary process.
- 7.2 The outcome of the ongoing negotiations with the Local Government Employees group will be notified to a future meeting of the Sub-Committee.

8. RECOMMENDATIONS

- 8.1 The Sub-Committee is asked to note the contents of this report.

Fiona Lees
Depute Chief Executive/Director of Corporate Resources
23 January 2001

LIST OF BACKGROUND PAPERS

- 1. Letter from CoSLA dated 17 November 2000.

2. Scottish Joint Negotiating Committee for Local Authorities Services (Craft Operatives) – CS/42 dated 7 December 2000.
3. Scottish Joint Negotiating Committee for Local Authorities Services (Chief Officials) – CO/134 dated 22 January 2001.

Anyone wishing further information should contact George Park, Employee Relations Manager (Telephone 01563 576095).

AGENDA