

EAST AYRSHIRE COUNCIL

PERSONNEL AND PROPERTY SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE – 21 NOVEMBER 2000

COSLA PERSONNEL CIRCULARS 2000 PAY NEGOTIATIONS - LOCAL GOVERNMENT EMPLOYEES

Report by the Depute Chief Executive/Director of Corporate Resources

1. PURPOSE OF THE REPORT

- 1.1. To advise the Sub-Committee of the Council's receipt of various Personnel Services Industrial Relations Circulars from COSLA relating to the 2000 pay negotiations for Local Government Employees.

2. BACKGROUND INFORMATION

- 2.1. COSLA Industrial Relations Circulars 11/2000 to 15/2000 informed Councils of the developments relating to the 2000 pay negotiations for Local Government Employees and Circular 16/2000 provided a sample letter that Councils may wish to issue to employees involved in selective and continuous industrial action.

The Head of Personnel has communicated directly with Elected Members on these matters.

- 2.2. Copies of the circulars are available on request from the Head of Personnel.

3. INDUSTRIAL RELATIONS CIRCULAR 15/2000

- 3.1. Circular 15/00 indicated that GMB and T&G had accepted management's offer while UNISON had decided not to accept the Employers revised pay offer and planned to continue with industrial action.
- 3.2. The Circular also included guidance on information Councils may wish to issue to those employees who will be taking continuous industrial action that conditions of service within their contract of employment will be affected. At the date of this report, East Ayrshire Council has not been given notice by UNISON of its intention to take such action.
- 3.3. The Circular further advises that Councils may also wish to consider whether they wish to continue providing facilities for the deduction of trade union subscriptions for UNISON members given the Union's decision to proceed with further industrial action.
- 3.4. The Employers Side will meet on 17 November and a verbal report on any change in the situation will be provided to the Sub-Committee meeting.

4. LEGAL/POLICY IMPLICATIONS

- 4.1. Nil

5. FINANCIAL IMPLICATIONS

5.1 The Council has made provision of 2.5% for pay awards within its 2000/2001 budget.

6. RECOMMENDATIONS

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

Fiona Lees
Depute Chief Executive/Director of Corporate Resources
GP/YC
3 November 2000

LIST OF BACKGROUND PAPERS

1. COSLA Circular IR11/00 dated 19 September 2000
2. COSLA Circular IR12/00 dated 2 October 2000
3. COSLA Circular IR13/00 dated 3 October 2000
4. COSLA Circular IR14/00 dated 24 October 2000
5. COSLA Circular IR15/00 dated 1 November 2000
6. COSLA Circular IR16/00 dated 30 October 2000

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

AGENDA