

## **EAST AYRSHIRE COUNCIL**

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

#### **SINGLE STATUS**

#### **Report by the 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 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 staff and Manual workers groups. The Single Status agreement does not apply to Chief Officers or Craft Operatives at this time. In summary, the agreement aims to harmonise pay and conditions of service arrangements for the new award body, ensuring an equality of treatment for all employee groups therein.
- 2.2 The Sub-Committee, at its meeting on 28 September 2000, noted the update position with regard to implementation of the single status agreement and asked the Head of Personnel to provide future reports to the Committee.

#### **3. CONDITIONS OF SERVICE**

- 3.1 As previously reported, the Conditions of Service Group are continuing to review conditions of service to identify harmonisation issues and areas for local flexibility.
- 3.2 A key element of the proposed harmonised employment package will be achieving conditions of service which meet the operational needs of the Council and enable services to be provided in accordance with council strategy. This issue has been discussed within the Chief Executive's Senior Management Team and the Head of Personnel is now conducting a detailed consultation exercise with Directors and Heads of Service to confirm the key issues for service departments in the harmonisation process.

#### **4. JOB EVALUATION**

- 4.1 As previously reported, the implementation of the Scottish Council's Single Status Job Evaluation Scheme by individual authorities is likely to be the largest change management exercise undertaken by authorities since local government reorganisation.
- 4.2 In recognition of the size of the exercise, the Job Evaluation Steering Group has agreed that before starting to implement the job evaluation scheme, a small pilot exercise will be conducted. This will provide job analysts with an opportunity to familiarise themselves with the computerised version of the scheme and enable the Steering Group to consider feedback from jobholders, line managers, trade union representatives and analysts.

4.3 The groups that will be participating in this pilot exercise are drawn from the following sections of the Council:

- Department of Community Services - Dean Castle Country Park
- Department of Educational & Social Services - Rosebank Residential Unit
- Department of Educational & Social Services - Onsite (Janitorial Services)
- Department of Homes and Technical Services - Area Housing Team

4.4 The above workgroups contain a mix of former APT&C, Manual and Residential jobs and will enable job analysts to talk to a range of employees performing a variety of local government roles. Briefing sessions for those participating in the pilot exercise have already taken place and discussions with job analysts are scheduled to take place during the period 30 October 2000 to 24 November 2000. At the end of the pilot exercise, all those participating will be issued with a questionnaire asking for their comments on the overall process.

4.5 The Steering Group will consider the findings of the pilot exercise and any recommendations to improve the process. The Head of Personnel will include reference to the pilot exercise within a future report.

## **5. COMMUNICATION**

5.1 The Council has remained proactive in ensuring regular communication with employees covered by the Single Status Agreement. Since the last update to Members, a further Single Status Update has been distributed with November payslips (a copy of Update No. 5 is appended for members information).

## **6. TRADE UNIONS**

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

7.1 As previously reported, the financial implications for the authority arising from Single Status cannot yet be quantified although the Directors of Finance has been asked to consider the potential impact of the agreement as he advises the Council in the preparation of its budgets for 2001/2 and 2002/3. This situation will be closely monitored and covered in future update reports to the Sub-Committee as more information becomes available.

## **8. RECOMMENDATIONS**

8.1 The Sub-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 Head of Personnel to provide future update reports.

Fiona Lees  
Depute Chief Executive/Director of Corporate Resources  
31 October 2000

### **LIST OF BACKGROUND PAPERS**

1. Report by Director of Corporate Resources to Personnel and Property Sub-Committee meeting of 16 November 1999.
2. Report by Director of Corporate Resources to Personnel and Property Sub-Committee meeting of 7 March 2000.
3. Report by Director of Corporate Resources to Personnel and Property Sub-Committee meeting of 28 September 2000.

Anyone wishing further information should contact Graham Haugh, Head of Personnel, telephone 01563 576092

**AGENDA**