

EAST AYRSHIRE COUNCIL

PERSONNEL AND PROPERTY SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE - 28 SEPTEMBER 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 5/2000 to 9/2000 informed Councils of the developments relating to the 2000 pay negotiations for Local Government Employees and Circular 10/2000 outlined the up to date position.
- 2.2 Copies of the circulars are available on request from the Head of Personnel.

3. INDUSTRIAL RELATIONS CIRCULAR 10/2000

3.1 PAY 2000

- 3.1.1 The Circular advises that at the meeting of the Scottish Joint Council held on 12 September 2000, the Employers' made a revised offer of an increase of 2% to all spinal column points with effect from 1 April 2000 with a further 1% with effect from 1 October 2000 which would result in a 2.5% increase in the financial year 2000/20001.
- 3.1.2 The Trade Union Side rejected the end loaded increase of 3% as it would still result in only 2.5% on the paybill in the current financial year. UNISON indicated they would therefore be taking industrial action on Wednesday 20 September.

3.2 CAR ALLOWANCES/SUBSISTENCE

- 3.2.1 The Employers proposed to the Trade Union Side that they were prepared to agree to the inclusion of a Car Allowance Scheme in Part 2 of the Scheme of Pay and Conditions of Service which would be based on the Inland Revenue rates. The Employers are also prepared to establish a Joint Officer Implementation Group to deal with such issues as the effect of the introduction of a new scheme on employees who were in receipt of car loans and leased cars etc.
- 3.2.2 As far as subsistence allowances were considered, the Employers indicated that in their view subsistence allowances were a matter for local determination although they were prepared to agree a statement to be included in Part 2 of the Scheme of Pay and Conditions of Service stating that where an employee incurred additional expenses in respect of travel, meals or overnight accommodation, they should be reimbursed approved expenses subject to the local agreement in the council concerned.

3.2.3 The Trade Unions asked for some time to consider their position and will respond in due course.

3.3 JOB EVALUATION SCHEME

3.3.1 The Scottish Joint Council has agreed the Job Evaluation Scheme which will be included in part 4 of the Scheme of Pay and Conditions of Service. Copies of the Scheme are currently being issued to Councils.

3.4 MATERNITY PROVISIONS

3.4.1 Revised maternity provisions in the light of recent changes in legislation were agreed and will be issued to Councils in the near future. These changes had already been anticipated by the Council in its consideration of the Legislation re Employment Relations Act 1999 and conditions of service updated accordingly.

4. LEGAL/POLICY IMPLICATIONS

4.1 The Council will require to consider the provisions of the national Car Allowance Scheme in relation to the Council's newly adopted Standardised Car Allowance Scheme.

5. FINANCIAL IMPLICATIONS

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

5.2 If agreed, the proposed car allowance scheme based on employees' current business mileage would provide a saving on current expenditure.

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
12 September 2000

LIST OF BACKGROUND PAPERS

1. COSLA Circular IR5/00 dated 22 June 2000
2. COSLA Circular IR6/00 dated 16 August 2000
3. COSLA Circular IR7/00 dated 21 August 2000
4. COSLA Circular IR8/00 dated 25 August 2000
5. COSLA Circular IR9/00 dated 6 September 2000
6. COSLA Circular IR10/00 dated 12 September 2000

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

AGENDA