

General Purposes Committee

AGENDA STATUS: PUBLIC

Report Title	Update on the Revised Terms and Conditions of Service of Council Employees
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Date of Meeting:	14 February 2011
Directorate:	Finance and Support
Ward(s)	None Specifically

1. Purpose of Report

This report provides an update on the Pay and Grading project, for employees of the Council covered by the National Joint Council for Local Government Services.

2. Recommendations

The Committee is asked to note the report.

3. Update

3.1.1 On the 14 September 2010 General Purposes Committee approved the new pay and conditions for employees covered by the National Joint Council (NJC) for Local Government Services.

3.1.2 On the 15 September 2010 Cabinet approved the funding arrangements for the new pay and conditions of service for NJC Council employees.

3.1.3 Discussions continued until 28 September 2010 with the Trade Unions to try and achieve a collective agreement. However this was not achieved and on 30 September 2010 it was confirmed to the Trade Unions that as per the General Purposes Committee and Cabinet decisions, the workforce would be approached directly and seek mutual agreement to the new contractual terms. This offer would be time limited to 5 November 2010.

3.3.1 On the 5 October 2010 all employees covered by the NJC for Local Government Services received a letter from their line manager (or appropriate officer) which provided them with the results of the job evaluation for their role, the financial implications for the employee, the full terms and conditions, the appeals policy and a offer from the authority to voluntarily sign up to these new terms and conditions. A deadline was provided for each employee to make a decision by the 5 November 2010 and register if they wish to appeal by 1 December 2010 (with a full appeal needing to be completed by 14 January 2011).

3.3.2 In total 81% of the workforce affected have signed to voluntarily change their terms and conditions.

- 3.3.3 On 15 November 2010 the Trade Unions were notified that as per the General Purposes Committee and Cabinet reports that the authority would be moving to a formal 90-day consultation process, compliant within Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended). Consultation has and will continue throughout the 90-day period from 15 November 2010 to 12 February 2011. To date we have had five meetings with the trade unions during this consultation period.
- 3.3.4 On 5 January 2011 GMB informed the authority that they would be balloting their members for industrial action. On 28 January 2011 GMB confirmed that their members had voted against industrial action.
- 3.3.5 We are still consulting with the trade unions on proposals that would enable us to avoid dismissing and re-engaging staff who have not voluntarily signed the new contract. An update of the outcome of this consultation will be provided at the meeting.
- 3.3.6 On 14 January 155 job families appealed. Stage 2 of the appeal process was completed on 17 and 18 January 2011, and 6 appeal forms did not meet the criteria for appeal. The 149 job families are now going through Stage 3 of the appeals process. Two panels have been set up consisting of a Head of Service, a Human Resources representative, a manager and a representative from each of the recognised Trade Unions – GMB and UNISON (all trained in the National Job Evaluation Scheme). These panels commenced on 20 January 2011. It is estimated that the appeals process and the quality assurance associated with this process will be completed by the end of March 2011.
- 3.3.7 If no proposals are reached with the Trade Unions by the 12 February 2011 then the authority will move forward to dismissing those staff who have not signed voluntarily (providing 90 days notice) and re-engaging them on the new contract. This will have no impact on an employee's continuous service.

4. Background Papers

Background Papers are: -

- General Purposes Committee 14/09/10
- National Agreement for Local Government Services (Human Resources Service)
- Various internal departmental papers.

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