

# Single status talks: Long way to go yet

**To all UNISON, GMB and UNITE (T&G) members, City of Edinburgh Council**

**Dear colleagues,**

You will be aware that the joint trade unions have been talking to the council in relation to single status/modernising pay over the last few weeks.

We feel it is important, at this point, to give you an update as to the progress of talks and to respond to information which has been reported in the press and sent to you by the chief executive

## **Job evaluation concerns**

To date we have, in the main, been gathering information, scrutinising the job evaluation process and the grading structure. The result of this scrutiny has flagged up some serious concerns over the integrity of the job evaluation process.

We have raised these concerns with the council's negotiating team and are awaiting further information and a response from them and the trade unions will not be in a position to commence formal negotiation until we have been

satisfied that the integrity of the evaluation process has been demonstrated.

## **Press coverage**

With regard to the newsletter from the chief executive, the press coverage and the information contained within them, the trade unions completely disagree with the council's analysis that some 80% of employees will not lose financially and believe that in real terms the number of losers, as it stands at the moment, is far greater than 20% of employees. However, it is important to understand that the situation is likely to change as negotiations progress.

## **Three year protection not yet begun**

We would also stress that the three year protection period has not begun and will apply once a new pay and grading structure is implemented and not before.

The council's proposals on changes to terms & conditions such as overtime, the working week, public holidays etc have been formally presented to us and these will be scrutinised over

the coming days and weeks in the same considered way that the job evaluation and grading structure have been.

It is unlikely that we will have any concrete proposals to share with you for some weeks and your patience is much appreciated by us, however we will endeavour to keep you advised of what stage in the process we have reached at regular intervals.

In summary this is likely to be a difficult and lengthy process with the joint trade unions remaining committed to achieving the best possible outcome for our members.

Ultimately you will decide whether any proposals are acceptable through a ballot in due course.

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**More bulletins will follow.  
Contact your own union  
rep for details**