

## SINGLE STATUS BRIEFING

# ‘Modernising Pay’: Union stresses no agreement reached

Dear colleagues,

**N**egotiations with the Council have been painfully slow over recent months over Single Status or as the Council prefers to call it “Pay Modernisation”, with less than a handful of meetings having taken place since the last Newsletter.

A significant issue has arisen though over whether the Council is prepared to honour its commitments to a three year protection period for any member of staff who's salary is adversely affected by the Job Evaluation and Grading process.

Pay Protection, as such, is NOT illegal despite what the Council may imply and UNISON has made it clear to the Council that the union expects it to abide by the agreements it has signed both locally and nationally and we await a response from them.

We cannot tolerate a situation where there will be no transitional payment protection for our members and UNISON continues to work together with both the other Trade Unions involved, GMB and

**‘UNISON has made it clear to the Council that it expects it to abide by the agreements it has signed both locally and nationally’**

*Kevin Duguid*



UNITE (TGWU), to try to achieve the best possible outcome for all our members.

**On the reverse of this newsletter you will find an up to date summary of where the major elements of the negotiations lie at this point in time. I would emphasise though that NO agreement has been reached on any element and negotiations (if and when they take place) may have an impact on the final position.**

*Kevin Duguid*

*Service Conditions Convenor & Joint  
Employees Side Secretary*

**SEE OVER FOR  
AN UPDATE  
ON THE MAIN  
POINTS  
UNDER  
NEGOTIATION**

## Single Status - the background

In 1999 members voted in a ballot for a new deal with councils across Scotland called ‘Single Status’.

Every job in local government was to be evaluated through a recommended national job evaluation scheme.

The scheme would assess jobs equally and fairly on agreed and transparent criteria. You know why your grade is what it is.

An essential part of that agreement was that anyone who might be worse off would have three years’ protection.

After years of delay, talks eventually started in Edinburgh after UNISON members voted in a ballot to negotiate on a scheme.

UNISON can only agree a scheme that is transparently fair and passes an equality impact assessment. Any new pay and grading structure MUST deliver on equality.

# SINGLE STATUS UPDATE

## Remember, there has been NO agreement on these issues

### ● JOB EVALUATION

The Council has told us that approximately 96% of posts have now been evaluated and the remainder should be complete shortly.

Of the results we have seen we have indicated a number of posts that we feel have been either undervalued or have been adversely affected by input from senior managers within Departments and have asked for these to be looked at again. We still await a response from the Council on whether it is willing to do this.

### ● APPEALS

An Appeals Procedure for Job Evaluation has been agreed in principle which will allow members to appeal if they disagree with their Job Evaluation score for each of the factors used.

### ● GRADING STRUCTURE

Originally a 10 grade structure was proposed, however, after negotiation, the Council has now proposed a 12 grade structure which, although more workable, has not yet been agreed as we are awaiting a demonstration of the software used to determine where the grade boundaries have been drawn. This will allow us to analyse the structure in its entirety and ensure it is equality proofed etc.

### ● PAY PROGRESSION

The Council has proposed a form of Performance Related Pay and would intend to use the PRD Framework to facilitate it. We have written to the

Council highlighting our concerns and are still awaiting a formal response. ***The Joint Trade Unions remain opposed to this proposal.***

### ● PAY PROTECTION

The Council has recently indicated that it is considering, in the light of recent legal cases, whether it will abide by its original agreement of three years salary protection. We have made it clear that we expect the Council to honour the agreement which is not just a Local Agreement but a National Agreement contained in the Red Book (of conditions).

### ● WORKING WEEK

The Council has put forward a proposal to harmonise all former APT&C and Manual workers onto a 36 hour week. No negotiation has taken place on this issue as yet.

### ● CORE HOURS

Originally a proposal was made for core hours to cover the period 7am to 10 pm, Monday to Sunday (7 days). After negotiation the Council position has now moved to 7am to 9pm, Monday to Friday (5 days). ***This has not been agreed and is still subject to further negotiation.***

### ● WORKING TIME PAYMENTS

This topic covers payments for things such as shifts, non standard working hours, split shifts etc.

Proposals have been put forward that would allocate a certain number of points per working pattern, with each

point being worth a flat rate of £200. This proposal is a move away from the traditional percentage of salary calculation that is currently used and we are analysing what this would mean for our members and awaiting negotiation on this.

### ● OVERTIME

The Council's original proposals were for plain time to be paid. After negotiation a revised offer of the following has been made

Time and  $\frac{1}{4}$  - Monday to Saturday  
Time and  $\frac{1}{2}$  - Sunday  
Double time - Public Holiday

This still falls short of our expectations and we await further negotiation.

### ● MONTHLY PAY

The Council proposes to move all staff on to Monthly Pay and is trying to negotiate a transitional payment for staff to alleviate any hardship that may result.

### ● ANNUAL LEAVE/PUBLIC HOLIDAYS

The Council has proposed that all Public Holidays except Christmas Day, Boxing Day and 1 and 2 January, be given up in exchange for an equivalent number of Annual Leave days.

We have expressed our concern that this will have a severe impact on many members' salaries, create family care problems (schools will still be closed) etc... We still await negotiation around this item.

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