

Our ref: AP/DE

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22 September 2011

**To: ALL GMB MEMBERS
CARMARTHENSHIRE COUNTY COUNCIL**

Dear Colleague,

Re: Single Status/Job Evaluation - Meeting with Chief Executive

The Joint Trade Unions met with the Chief Executive yesterday, 21st September, 2011 to discuss Single Status/Job Evaluation, the deadline for voluntary acceptance of the Council's proposals and the financial enticement attached to it.

Whilst we made some progress on issues surrounding the proposal, which are shown below, unfortunately, the Council refused to move on the date to return the acceptance forms, or the removal of the financial enticement detriment you may suffer as a consequence of not returning the acceptance forms.

Whilst GMB still believes that the offer made by the Council is not a good one, primarily due to the number of people who will lose out under the Single Status/Job Evaluation exercise, we must concede that negotiations to make improvement to those proposals have reached a natural conclusion, with little prospect of making any further gains.

We must inform you, therefore, that whilst we will continue to discuss and negotiate on your behalf, and represent you at any appeal that you bring forward, including the possibility of balloting for industrial action, if it is deemed necessary, the decision to return the acceptance form now stands with you, in the full knowledge that the financial enticements and protection, where offered, will not be there after the 30th September deadline.

If you received an equal pay offer earlier in the year and did not accept, and you have been advised by our Solicitors that your claim has prospect, signing the COT3 will only compromise your equal pay claim from 1st April 2011. The historical claim will continue through to Tribunal.

If you did not receive an equal pay offer earlier in the year but have been advised that your claim has prospects by our Solicitors, by not signing the COT3 you will miss out on the cash enticements and enhanced assimilation. This could be deemed to be sex discrimination and the Unions will support you in bringing a further claim for your loss and injury to feelings as a result.

However, the Union Solicitors are in negotiations with the Council on the content of the COT3's and further advice will follow on from that.

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To: All GMB Members, Employed by Carmarthenshire County Council.

X Any employee who is green circled and whose basic pay increases will receive back pay to April 2011 - you will receive this back pay regardless of whether you sign before the deadline or sign a subsequent COT3.

We feel it incumbent upon us to advise you that the Council have informed us that anyone who does not accept will ultimately be issued with a Section 188 notice, bringing one contract to an end and offering employment on the new terms and conditions. This is not deemed as unfair or constructive dismissal and does not attract a redundancy payment.

The details of matters discussed at yesterday's meeting are as follows:-

Trade Union Meeting 21st September 2011

Single Status

Based on feedback from Trades Union and staff themselves, the following revisions to our original proposals are as follows:-

- Double time to be paid (not time and a half) for bank holiday working
- Increase in stand-by payments from £26.50 to £53.00
- Agreement to remove spinal point 4 from the new pay model. The starting point for staff will now increase to £12,312.

Matters requiring clarification

- The £1,000 discretionary payment will not be subject to tax and N.I.
- The £250 discretionary payments (for those earning under £21K) will not be subject to tax and N.I.
(The Council will meet all Tax and N.I. elements)
- Confirmation was given that the Authority has no plans to revisit terms and conditions post 2013.
- By signing the Statement of Personal Information, this will not affect any existing Equal Pay Claims.

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Severance Scheme

- The Council will encourage maximum flexibility to enable those people eligible to access the severance scheme; this will include discussions with schools in relation to schools based staff.
- Whilst the Council will focus initially on red circles, further consideration may be given to expanding the scheme to include both white circles and green circles, subject to business case considerations.
- Agreement has been reached to work with Trades Unions to look at the most serious losers with a view to potentially ameliorating their position.
- The total increased cost to the pay bill will rise to £6.5m and as a result of the above there will be an additional one off cost of £700k, to pay for the N.I. and tax for the discretionary implementation payments, which will be borne by the Council.
- The deadline for responses will remain at the 30th September 2011.
- Agreeing to accept the Single Status proposals and COT3's will not prejudice any appeal against Job Evaluation scoring.
- The date for submitting appeals is the 31st December 2011.
- There was an agreement to meet again after the 30th September deadline.

I trust the above clarifies matters for you. Those employees who are clients of Thompsons Solicitors will receive separate advice letters from them in the very near future.

Yours sincerely

Althea Phillips

**A Phillips
Organiser**