

Trade Union Meeting 21 September 2011

1. Trade Union Facilities Time

A draft Trade Union Facilities Protocol was distributed to Trades Union colleagues for their input and comment. Feedback requested as soon as conveniently possible.

2. Single Status

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

- 2.1 Double time to be paid (not time and a half) for bank holiday working
- 2.2 Increase in stand by payments from £26.50 to £53
- 2.3 Agreement to remove spinal point 4 from the new pay model. The starting point for staff will now increase to £12,312.

3. Matters requiring clarification

- 3.1 The £1,000 discretionary payment will not be subject to tax and N.I.
- 3.2 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 NI elements)
- 3.3 Confirmation was given that the Authority has no plans to revisit terms and conditions post 2013.
- 3.4 By signing the Statement of Personal Information this will not affect any existing Equal Pay Claims.
- 3.5 Signing the SPI by 30th September enables an employee to access the discretionary single status implementation payments.

4. Severance Scheme

- 4.1 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.
- 4.2 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.
- 4.3 Agreement has been reached to work with Trades Unions to look at the most serious losers with a view to potentially ameliorating their position.

5. General

- 5.1 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.
- 5.2 The deadline for responses will remain at the 30th September 2011.
- 5.3 Agreeing to accept the Single Status proposals and COT3's will not prejudice any appeal against Job Evaluation scoring.
- 5.4 The date for submitting appeals is the 31st December 2011.
- 5.5 There was an agreement to meet again after the 30th September deadline.