

14 COMMUNITIES DEPARTMENT – LIBRARY AND INFORMATION ASSISTANTS – SALARY PROGRESSION (AN442-2003)

At its meeting of 15th April, 2002, Report No 139-2002 "Introduction of a Team Approach in Library and Information Delivery" was approved. This report contained a recommendation to regrade full and part-time Library and Information Assistants from GS1-2 to GS1-3, currently £10,068 - £14,211, with a bar at the top of GS2, progression beyond which required certain criteria to be met.

The report was implemented as agreed, however, concerns were raised via the trade union representatives regarding the length of time it could take employees to progress through the scale, even after meeting all of the criteria detailed in the report. This was felt to be having a detrimental effect on employee morale and resulting in an increase in labour turnover as, having completed ECDL, employees sought alternative employment.

Following discussions with union representatives the following proposal has been agreed and is recommended for approval:-

- (i) The criteria detailed in Appendix 4 of Report No 139-2002 remains unaltered for progression from GS2 to GS3.
- (ii) Staff with at least two years' experience, ECDL and on successful completion of SVQ or mosaic, would receive three accelerated increments or progress to spinal column point 10.

The financial implications of this proposal cannot be defined exactly as it is dependent upon staff having the necessary experience and completing the required training. However, the costs will be contained in the departmental revenue budget.