

**REPORT TO:** Policy and Resources Committee - 12 November 2007

**REPORT ON:** Implementation of Single Status

**REPORT BY:** Assistant Chief Executive (Management)

**REPORT NO:** 578-2007

**1 PURPOSE OF REPORT**

- 1.1 To advise Committee that, in view of the very tight timescale, the Assistant Chief Executive (Management) sought and obtained the approval of the Depute Convener of the Policy and Resources Committee to the changes outlined in this report. The Assistant Chief Executive (Management) also consulted the major opposition group.

**2 RECOMMENDATION**

- 2.1 It is recommended that the changes outlined in section 5 of this report be noted.

**3 FINANCIAL IMPLICATIONS**

- 3.1 The financial implications were outlined in Report No 425-2007 and remain as stated.

**4 MAIN TEXT**

- 4.1 At its meeting of 27 August 2007, the Policy and Resources Committee approved Report No 425-2007 (Implementation of Single Status) by the Assistant Chief Executive (Management).
- 4.2 Paragraph 6.4 of that report indicated that a number of issues had still to be resolved and the trade unions and Assistant Chief Executive (Management) would continue to work jointly to arrive at solutions.

**5 PROPOSALS**

- 5.1 Attached to Report No 425-2007 was Appendix A which outlined a new Single Status grading structure. As a result of discussions with the trade unions, it was agreed that, due to rounding, a number of minor changes had to be made to salary points. In addition, as a result of observations made by the independent consultant commissioned to undertake the equality impact assessment (paragraph 7.15 of Report No 425-2007), the Assistant Chief Executive (Management) has decided to increase a number of spinal column points and salaries in grades 5 and 6. A revised Appendix A outlining original and new figures is attached. (39 salary figures increase while 23 decrease).

- 5.2 Paragraph 7.4 of Report No 425-2007 advised that the interim starting spinal column points which appear in Appendix A would be used for assimilation on 1 April 2008. However, this could give rise to a situation where a person from outside the Council would receive a higher salary than an existing employee and, consequently, the Assistant Chief Executive (Management) proposes that the interim starting spinal column points should be used from 1 April 2008 to 31 March 2009. From 1 April 2009, they would no longer exist.
- 5.3 Paragraph 7.9 of Report No 425-2007 stated that, from 1 April 2008, the standard working week for all full time employees would comprise 37 hours but that employees who currently work 36¼ hours (paid for 37) would be permitted to continue working these hours if they so wished and would be paid for 36¼ hours. Having considered this situation, the Assistant Chief Executive (Management) proposes that the option to continue working 36¼ hours should not be pursued for the following reasons:-
- (i) the vast majority of employees would suffer financially;
  - (ii) cash conservation would not apply; and
  - (iii) there would be a detrimental effect on employees' pensions.
- 5.4 The National Agreement for SJC employees provides for annual leave and public holiday entitlements to be calculated in hours. The Assistant Chief Executive (Management) confirms that, in future, the Council will adopt this approach.

## **6 POLICY IMPLICATIONS**

- 6.1 This report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti Poverty, Equality Impact Assessment and Risk Management. There are no major issues.

## **7 CONSULTATIONS**

- 7.1 The Chief Executive, Depute Chief Executive (Support Services), Depute Chief Executive (Finance) and the Head of Finance have been consulted in the preparation of this report.

## **8 BACKGROUND PAPERS**

- 8.1 None.

J C Petrie  
Assistant Chief Executive (Management)

5 November 2007

**APPENDIX A (revised 23 October 2007)**  
*(original figures in bold italics)*

Grade	SCPs	Salaries (£)				Interim Starting SCP	Salary (£)
1	2, 4, 6, 8	11,382 <b>11,390</b>	11,730 <b>11,726</b>	12,077 <b>12,082</b>	12,443 <b>12,438</b>	-	-
2	8, 10, 12, 14	12,443 <b>12,438</b>	12,829 <b>12,833</b>	13,215 <b>13,209</b>	13,601 <b>13,605</b>	6	12,077 <b>12,082</b>
3	14, 16, 18, 21	13,601 <b>13,605</b>	14,025 <b>14,020</b>	14,431 <b>14,435</b>	15,106 <b>15,107</b>	12	13,215 <b>13,209</b>
4	21, 22, 24, 25	15,106 <b>15,107</b>	15,337 <b>15,345</b>	15,781 <b>15,780</b>	16,032 <b>16,037</b>	19	14,662 <b>14,653</b>
5	25, 26, 28, 30 <b>25, 26, 27, 29</b>	16,032 <b>16,037</b>	16,263 <b>16,254</b>	16,765 <b>16,511</b>	17,267 <b>17,006</b>	23	15,550 <b>15,542</b>
6	30, 32, 34, 36 <b>29, 31, 34, 36</b>	17,267 <b>17,006</b>	17,730 <b>17,540</b>	18,328 <b>18,331</b>	18,887 <b>18,884</b>	29 <b>27</b>	17,016 <b>16,511</b>
7	36, 38, 41, 44	18,887 <b>18,844</b>	19,485 <b>19,477</b>	20,353 <b>20,348</b>	21,260 <b>21,257</b>	34	18,328 <b>18,331</b>
8	44, 47, 51, 55	21,260 <b>21,257</b>	22,225 <b>22,226</b>	23,595 <b>23,590</b>	25,042 <b>25,034</b>	42	20,624 <b>20,624</b>
9	55, 57, 59, 62	25,042 <b>25,034</b>	25,813 <b>25,805</b>	26,624 <b>26,616</b>	27,781 <b>27,783</b>	53	24,309 <b>24,302</b>
10	62, 64, 67, 70	27,781 <b>27,783</b>	28,649 <b>28,653</b>	29,961 <b>29,958</b>	31,331 <b>31,322</b>	60	26,990 <b>26,992</b>
11	70, 72, 75, 78	31,331 <b>31,322</b>	32,276 <b>32,271</b>	33,762 <b>33,754</b>	35,305 <b>35,297</b>	68	30,405 <b>30,413</b>
12	78, 80, 83, 84	35,305 <b>35,297</b>	36,347 <b>36,345</b>	38,026 <b>38,026</b>	38,605 <b>38,599</b>	76	34,225 <b>34,229</b>
13	84, 86, 88, 90	38,605 <b>38,599</b>	39,743 <b>39,746</b>	40,958 <b>40,952</b>	42,193 <b>42,198</b>	82	37,428 <b>37,342</b>