

Meeting of the Cabinet – 19th January 2012

Report of the Director of Corporate Resources

Implementation of Single Status Grading and Pay Review

Purpose of Report

1. To inform Cabinet of the outcome of the union ballots held by GMB, UNISON and UNITE on the grading and pay proposal approved at the Extraordinary Meeting of the Council on 18th October 2011.
2. To confirm the determination of appeals arising from the grading and pay review.

Background & Report Detail

3. The Single Status agreement dates back to 1997 and approximately 9,300 staff are covered by the review. Dudley is not the last Council to implement the agreement, about 80% have.
4. The Council has sought a collective agreement with the relevant unions as a way of implementing the grading and pay proposals. Intensive negotiations led to a proposal being made to the Unions in July 2011. Further negotiations were held and following the Council approval a revised proposal was issued.
5. UNISON on behalf of the unions commissioned an expert independent review of the proposed grading structure, who described it as “an example of best practice”.
6. At the Extraordinary Meeting of the Council on 18th October 2011 minute 48 resolved:

That the recommendations of the Cabinet concerning the implementation of the Single Status Grading and Pay Review, as circulated, be approved and adopted, viz:-

- (1) That the amended package of proposals, as set out in paragraph 10 of the Report submitted, be approved on the basis of their implementation being achieved through a collective agreement which provides a secure means of changing the contracts of employment of the affected workforce.
- (2) That, in the event of a collective agreement not being secured because ballots do not take place or because UNISON, GMB or UNITE ballots deliver a vote of rejection, the Cabinet reconsider the offer to be made which would then be implemented through the process outlined in paragraph 23 of the report.

- (3) That the Director of Corporate Resources, in consultation with the Cabinet Member for Human Resources, Law and Governance be authorised to progress the necessary actions to implement a new pay and grading structure which meets all legal requirements.
- (4) That thanks be expressed to those concerned for drawing this matter to a conclusion.
7. All 3 unions decided to ballot their members on the revised proposal. This is a unique position for Metropolitan Borough Councils in the West Midlands. Most other Councils implementing over the last few years have had to resort to alternative implementation processes, usually voluntary offers and dismissal and re-engagement.
8. The ballot results as reported to the Council by the unions were:

	Members (ballots issued)	Yes	No
GMB	2832	561	244
UNISON	3176	847	255
UNITE	216	23	30

9. All 3 unions have now confirmed that following their ballot, they will sign the collective agreement accepting the terms and conditions as offered by the Council in October 2011.
10. Work on implementing from 1st April 2012 will continue including the appeals process. All appeals need to be completed by the end of the eighteen month pay protection, but by 1st April 2012 for those employees where pay protection will not apply e.g. bonus earnings and NNEB protection under the 2005 agreement.

Finance

11. The existing budget and medium term financial strategy include provision for the implementation of the grading and pay review including provision for the potential impact of appeals and transition to the new pay structure.

Law

12. The proposals and recommendations set out in this report are designed to ensure that the Council meets its legal and contractual obligations to undertake and implement a Pay and Grading review and comply with relevant provisions in respect of Equal Pay.

Equality Impact

13. The proposals in this report are consistent with the Council's Equality and Diversity Policy.
14. An Equality Impact Assessment was appended to the July 2011 Cabinet report. Paragraph 17 of this report provides details that the gender pay gap has been further closed through the process and is evidenced by a revised independent Equality Impact Assessment.

Recommendations

15. It is recommended that Cabinet:
- a) recognise the considerable achievement of securing a collective agreement for the implementation of the grading and pay review
 - b) agree that appeals arising from the Grading and Pay review be determined by the Director of Corporate Resources, or officers nominated by him, in accordance with the appeals process agreed in negotiations with trade unions and as included in the signed collective agreement.



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Philip Tart
Director of Corporate Resources

Contact Officers: Colin Williams
Telephone: 07785 727306
Email: c.williams@wmcouncils.gov.uk

Teresa Reilly
Telephone: 01384 815330
Email: teresa.reilly@dudley.gov.uk

List of Background Papers

Cabinet report 14th July 2011
Cabinet report 13th October 2011
Council report 18th October 2011
Collective agreement and appendices sent to unions on 9th November 2011