
MORAY



SINGLE STATUS BULLETIN Issue 3 – August 2002

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WE NEED YOUR COMMENTS

Enclosed with this bulletin is a response sheet on Job Evaluation, Members' Meetings, Car Allowances and Any Questions.

PLEASE FILL THIS IN AND RETURN USING THE FREEPOST ADDRESS

Members of the Branch Single Status Working Group

Ken Matthews	Eric Foley
Gerry Harkins	Steve Clegg
Davy Jack	Jeannie Henderson
Niall Thom	Jean-Anne Goodbrand
Tom Sandison	

National Negotiations

Negotiations have continued at a national level on the extension to the implementation date for Job Evaluation, Regrading Claims, Pay Spines and updates to the Job Evaluation Scheme.

- The employers, through COSLA, requested an extension to the Job Evaluation implementation date from 1 April 2002 to 1 April 2004. The Trade Union Side agreed to the extension on the condition that the employers agreed to reinstate regrading claims. This was agreed and negotiations are continuing at a local level to follow-up this agreement.
- One of the central tenets of Job Evaluation is that all employees are paid based on an agreed pay spine or Spinal Column Points. This has now been agreed and will form the basis of pay scales negotiations.
- Discussions are underway on updating the Job Evaluation Scheme. Some errors have been identified within the software that will require to be corrected along with additional advice and guidance for Job Analysts. UNISON has been involved in addressing any issues and full action will be taken to ensure any evaluations done to date and in the future use the updated Scheme.

Finally, Ken Matthews and Jean-Anne Goodbrand have been elected at a national level to the Trade Union Side of the Scottish Joint Council. Moray UNISON, therefore, has direct involvement at the national negotiating table.

UPDATE ON LOCAL NEGOTIATIONS

Job Evaluation and Pay Scales

The branch has been heavily involved at a local level in negotiations over the Job Evaluation process, early discussions on the pay scales, re-grading claims and protection of earnings.

- With the benchmarking process now complete, work will begin in evaluating all the rest of the jobs within the Council. In order to do this, local negotiations are required to get an agreed process within the national framework. Local negotiations have taken place on agreeing this process and final agreement is nearing completion. Enclosed with this bulletin is Part I of the members' guide to Job Evaluation. As soon as the negotiations are complete on the process for evaluating all other jobs, Part II of the members' guide will be issued outlining the process and what to expect.
- One element of disagreement over the process has been the Council's position over employees who do not respond when the job overview document is sent out for agreement or comment. The Council is maintaining their position that a failure to respond will be recorded as an assumed agreement with the document. Moray UNISON has consistently opposed this view stating that a "failure to agree" should be recorded. Further advice will therefore be issued in the next bulletin on this matter.
- The Council outlined its preferred pay scale in July 2000 and since then, little discussion has taken place. Moray UNISON outlined the options of Single Pay Points, Short Pay Scales or Long Pay Scales in a previous bulletin. Based on response sheets received from members, the majority favoured a long pay scale. However, following legal advice from UNISON, Moray branch has been advised that long pay scales do not satisfy the Equal Pay Act. This, therefore, leaves members with two clear options, opt for a single pay point or short pay scales. Moray UNISON's view is to oppose single pay points as they offer no progression beyond the annual pay award and offer little incentive or career opportunity. Moray UNISON, however, remains opposed to the Council's proposed short pay scale, a view reflected by members responding to the questionnaire in the previous bulletin. Moray UNISON proposes to draft a short pay scale for consultation with members and invites members to participate in workplace meetings to share views and comments on these proposals. Please see enclosed response sheet for details of meetings.
- Following national agreement, Moray UNISON is pressing the Council to reinstate the re-grading process. It would be fair to say that in principle the Council are willing to do this. However, Moray UNISON is being pushed to develop a "half-way house" scheme to consider claims prior to the implementation of the new job evaluation scheme. Moray UNISON continue to assert that the national agreement places an obligation on the Council to reinstate the former re-grading process and should there be a failure to agree the same, the matter will be referred to national level. Once agreement has been reached, members will be informed of the process and work will begin in supporting any claims brought forward.
- The Single Status Implementation Agreement states that at the point of assimilation to the new pay scales, protection of earnings will be "for 3 years on a cash conserved basis". This ensures protection if, as a result of job evaluation, your salary grade is reduced. Moray UNISON believes that the Council's current practice of placing "opt out" clauses in new contracts for existing members of staff breaches this agreement. This matter is subject to local discussion and should the Council maintain their position, Moray UNISON will make a formal complaint to national level. If you have been issued with a contract stating that any protection will not apply, please contact the branch office.

MEMBERS' MEETINGS

As negotiations and processes move on, there is a need to meet face to face with members to offer information, guidance and support. Some elements of the negotiations also need clear feedback from members so that your representatives can ensure your interests are protected.

Experience has shown that a range of days and times are required to ensure as wide a participation from members as possible. However, rather than picking a few venues, days and times ourselves, it would be better for members to indicate any preferences. Please, therefore, complete the response sheets and return it using the FREEPOST address.

Please note that all venues used for meetings will be accessible for all members as per UNISON policy.



CAR ALLOWANCES

Negotiations on a new car allowance scheme have failed to reach an agreement. UNISON will not agree to the Employers' proposed Inland Revenue Scheme, and the employers will not concede to any other scheme. Therefore, negotiations will be required to continue at a local level.

No formal proposals have been put forward by the Council although Moray UNISON is aware from the national negotiations, of their support for the Inland Revenue Scheme.

To assist with the negotiations, Moray UNISON needs specific details from members on the number of people with essential or casual user status, average annual mileage and dependency on your car to deliver the service. Should there be the need to take some form of action, short of strike action, member's view are vital in planning strategies and tactics.

Please fill out the response sheet enclosed with this bulletin and return it to the FREEPOST address.



Any Questions?

In addition to update information on all aspects of Job Evaluation and Single Status, the next issue of this bulletin will be dedicated to answering your questions on any aspect of this subject.

Questions can be as direct and honest as you would like and no reference will be made to the identity of the author of the question.

Moray UNISON feels that all members affected by Single Status and Job Evaluation should have equal rights to seek information and clarification on issues and concerns.

Members' meetings, this bulletin and individual consultations ensure that you get every opportunity to participate in the work of your union.

Please complete the question section of the response sheet and return it to **UNISON FREE-POST (AB048), 7 ALFORD PLACE, ABERDEEN, AB10 1ZQ.**



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bulletin is available on request**