

19 May 2010

---

**PAY HARMONISATION - PROGRESS REPORT**

**Purpose**

1. To update the Committee on the progress of Pay Harmonisation

**Update**

**2. HR project team to support harmonisation**

The HR project team to support the Pay Harmonisation exercise for around 5,200 staff is complete.

**3. Executive Board**

The Executive Board met on 1 April and is due to meet next on 20 May. At the 1 April meeting the Executive Board reviewed and gave direction on some models of possible basic pay grading structures, which were subsequently considered at the meeting of the Corporate Leadership Team (CLT) on 22 April.

**4. Steering Board**

The Steering Board is advising on the service needs and issues around some of the more significant types of allowances which need to be harmonised, including those for working unsocial hours, and standby/callout.

**5. School Support staff**

- 5.1 At the outset of the Pay Harmonisation project one of the risks identified was that school support staff would need to come within scope. This has now become an actuality. The newly forming national School Support Staff Negotiating Body (SSSNB) will not now achieve the planned national agreement which would move school support staff into a new national framework for their terms and conditions by 28 May 2010 as planned. The new deadline set is 1 April 2011 with an implementation date of **1 April 2012**.
- 5.2 For the period until 1 April 2012, school support staff will stay within the remit of the National Joint Council for Local Government Services (also known as "the Green Book"). This means that under Equal Pay law those who are employed at Community and Controlled schools (where the Council is the employer) will be able to compare their pay with the pay received by staff employed elsewhere across the Council, and vice versa.
- 5.3 It is also judged that there is now a heightened risk that the SSSNB will be disbanded by a new Government.
- 5.4 The headcount of support staff employed at Community and Controlled Schools is around 5,000 (some of these have more than one job).

5.5 Discussions will be held with the relevant Headteachers' Associations, Governors, and the Schools Forum in the near future in order that representation of schools on the project Executive Board can be secured.

5.6 Pay modelling work is urgently being expanded to include school support staff.

## **6. The CLT**

The CLT considered modelled new pay grading structures on 26 April and gave direction on further pay modelling work. They will next consider pay models (including school support staff) on 7 June.

## **7. Negotiations**

Preliminary negotiations continue productively, but no firm proposals will be made to the union side until these have been authorised by the CLT (anticipated in June).

## **8. Communications**

A survey was recently undertaken by the Communications team to measure the success of communications to the workforce to date, and action is being taken to address some gaps identified.

## **9. Current work strands**

HR Pay Harmonisation project team members are continuing with the work activities reported at the previous meeting; building school support staff into the latest pay modelling; and additionally:

### **9.1 Undertaking market pay research in order that we can position the proposed pay line at the median for Local Government pay (as directed by Cabinet)**

Details of a wide range of local government jobs and their rates of pay are being collected. The job content for these jobs is being evaluated. This is enabling a Local Government market pay line to be plotted which shows what is being paid for what size of job, which can then be used as a reference point for any pay lines we consider.

### **9.2 Equal Pay Audit**

A quick equal pay audit was conducted shortly after vesting day which revealed some potential vulnerability to Equal Pay claims. A fuller Equal Pay Audit with refreshed information is now being undertaken so that we can ensure that the new package of terms and conditions does address any vulnerabilities.

### **9.3 Project planning**

The impact of the inclusion of school support staff on project plans is being assessed.

## **Conclusion**

10. The Committee is asked to note this update. A further update will be provided at the next meeting

Barry Pirie  
Service Director, HR/ OD