

UPDATE ON THE REVISED PAY HARMONISATION PROJECT

Purpose of Report

1. To provide an update on the re-focussed programme of work which was approved at the meeting on 28 July, when the following project objectives were agreed:
 - 1.1 To minimise the risk for the Council of equal pay claims, pending full harmonisation onto Wiltshire Council pay and other terms and conditions of employment.
 - 1.2 To review all market passages currently paid and to implement any justified revisions, in order to address recruitment and retention difficulties which are attributable to the basic pay rate.
 - 1.3 To analyse the impact of applying Wiltshire Council terms to all staff in the Waste and Leisure services, taking into account any new working patterns planned, in order to inform the costings for these services.
 - 1.4 To review the subsidised car lease schemes, in order to achieve cost savings for the council. To explore whether a salary sacrifice lease car scheme (which achieves tax savings for staff) can be introduced at no cost to the Council.
 - 1.5 To move to a single business mileage rate in order to achieve cost savings for the Council.
 - 1.6 *If the business need for this is confirmed by the costings for applying Wiltshire Council pay and other terms and conditions to all Leisure and Waste staff – to review the classification and amount of allowances paid for “unsocial hours” worked during the contracted working week, in order that different patterns of contracted hours will be cost neutral for the Council.*
 - 1.7 To review the Wiltshire Council approach to payment of professional fees and make recommendations on this to CLT/Staffing Policy Committee.
 - 1.8 To collate information in order to respond to and defend the Equal Pay claims lodged in autumn 2009, and any others that may be received.

Communication of the decision to harmonise to Wiltshire Council pay and other terms and conditions of employment

2. The decision of the Cabinet on 28 July to harmonise staff on TUPED terms to Wiltshire Council pay and other terms and conditions of employment (Wiltshire terms) has been communicated to the recognised unions (UNISON, GMB, UNITE), managers and staff. Email and telephone helpline facilities are available to staff who wish to raise queries which are not answered by the general information issued.

Revised governance structure

3. Members of the former Pay Harmonisation Steering and Executive Boards met together on 8 September 2010 and agreed the name, composition and terms of

reference of a new single Board (see Appendix 1). This Board has a wider remit than pay harmonisation.

Business Travel

4. It is intended to bring a proposal on the future of the subsidised lease car scheme to the additional meeting of the Staffing Policy Committee which is being planned for October.

Negotiations

5. Negotiations with the unions on pay harmonisation have ceased but have been replaced by a new round of consultation/negotiation on the policies which need to be in place to support the management restructuring and service reviews, and on some terms and conditions (including business travel) in order to achieve cost savings. These negotiations are led by the Chief Executive. Arising from these negotiations, it is intended to bring proposals on revised policies on Redundancy, Redundancy Pay, and Appointments to the October meeting of the Staffing Policy Committee

Equal Pay claims

6. Two further Equal Pay claims have been withdrawn, reducing the total number being dealt with to 25.

Recommendations

9. The Staffing Policy Committee is recommended to note this update.

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