

Response from Management to Trade Union comments

These proposals do not break national agreements. Terms and conditions (other than pay) are not changing. The national agreement on pay covers the Greater London Provincial Council (GLPC) pay spine up to point 70. These posts are local pay points above point 70, which is a common approach amongst London councils and indeed already implemented at Hackney in the creation of SM1.

When restructures take place, new jobs are evaluated against the grading scheme. This applies equally to lower graded staff and indeed as duties and responsibilities increase, so the points allocated to the post increase and the grade increases. The purpose of evaluating posts as we do, across the entire structure, is to ensure that pay and grading accurately reflects the responsibilities and duties attached to posts.

The report outlines the financial implications which management consider are reasonable. This approach will facilitate further savings in service management, again as detailed in the report.

Estate cleaners bonus payments were an entirely separate issue not linked to a grading scheme and the changes were made to address a long standing inequality. Agreement was reached with Trade Unions on how to deal with this issue before changes were implemented.

Consultants and agency staff are again a separate issue – however, ensuring that a competitive rate can be paid to direct employees contributes to reducing the need for such arrangements. Indeed, the Council has introduced a market supplement policy that is applicable across the entire structure in order to assist in addressing issues where we are not competitive in the market for direct employment.

In summary, management believe that the proposals in this report are necessary and will facilitate further organisational change, and thus ask Members to approve the recommendations.