
Report To:	Policy and Resources Committee	Date: 21 September 2010
Report By:	Head of Organisational Development, Human Resources and Performance	Report No: HR/10/10/AM
Contact Officer: Alasdair Moore		Contact No: 01475 712015
Subject:	Pay Award for Craft Operatives and Employees covered by the Single Status Agreement	

1.0 PURPOSE

- 1.1 The purpose of this report is to request that Committee agree the decision made by CoSLA Council Leaders to impose a 3 year pay deal for Craft Operatives and employees who come under the Single Status Agreement.

2.0 SUMMARY

- 2.1 The offer made by the Employers side for a 3 year pay award was rejected by the GMB, Unite and Unison.
- 2.2 CoSLA Council Leaders agreed at a meeting to formally withdraw the offer that had previously been put on the table and that a 3 year pay award would be imposed.

The attached Personnel Services Circulars advise of the imposed pay award;

Industrial Relations: 04/10 advises of the pay award for all employees covered within the framework of the Scottish Joint Council for Local Government Employees, those employees who are covered by the Single Status agreement.

Industrial Relations: 03/10 advises of the pay award for all employees covered within the framework of the Scottish Joint Negotiating Committee for Local Authority Services; Craft Operatives.

- 2.3 The pay award, if agreed by Committee, will be implemented in the October pay runs.

3.0 RECOMMENDATIONS

- 3.1 That Committee agree to implement the 3 year pay award as advised in attached Personnel Services Circulars 03/10 and 04/10.

4.0 BACKGROUND

- 4.1 An original 3 year pay offer (Year 1 2010/11 - 1%; Year 2 2011/12 - 0%; Year 3 2012/13 - 0.5%) was made to the trades unions through the normal national negotiating machinery.
- 4.2 The three trades unions, GMB, Unite and Unison, after conducting a ballot of their members, all rejected the offer made by the employer's side.
- 4.3 The CoSLA Leaders agreed at a meeting to impose a 3 year pay award, Year 1 2010/11 - 0.65%; Years 2 2011/12 and 3 2012/13 - 0% rise.
- 4.4 The normal procedure is for a circular to be submitted by CoSLA advising of the agreed pay award and the new hourly rates and this would be implemented by all Councils.
- 4.5 The pay award does not normally require to be submitted to a committee as delegated authority has already been agreed to implement CoSLA circulars.
- 4.6 As this is not an agreement with the trades unions but a decision taken by CoSLA Leaders, the view of Legal Services is that a report should be submitted to the Policy and Resources Committee to seek approval to implement the pay award.
- 4.7 CoSLA has issued Personnel Services Circulars advising the imposed pay award.

They are Industrial Relations: 04/10 which advises of the pay award for all employees covered within the framework of the Scottish Joint Council for Local Government Employees, those employees who are covered by the Single Status agreement and Industrial Relations: 03/10 advises of the pay award for all employees covered within the framework of the Scottish Joint Negotiating Committee for Local Authority Services; Craft Operatives.

5.0 PROPOSALS

- 5.1 It is proposed that the 3 year pay award as outlined in the Personnel Services Circulars 03/10 and 04/10 is implemented by the Council.

6.0 IMPLICATIONS

- 6.1 Finance: Any financial implications have been taken into account by the Chief Financial Officer in the Council's budget proposals.

Financial Implications – One off Costs

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments

Financial Implications – Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (if Applicable)	Other Comments

- 6.2 Human Resources:
- 6.3 Legal: The Head of Legal and Democratic Services has been consulted on the content of the report and has given appropriate advice.

6.4 Equalities: There are no equalities issues as the pay award is applied to all employees.

7.0 CONSULTATION

7.1 There is no requirement to enter into consultation as this is a matter for the national negotiating bodies.

8.0 LIST OF BACKGROUND PAPERS



PERSONNEL SERVICES CIRCULAR

7 SEPTEMBER 2010

INDUSTRIAL RELATIONS : 03/10

Dear Chief Executive

SPINAL COLUMN OF HOURLY RATES – CRAFT OPERATIVES

1. Please find appended the spinal column of hourly rates to be used to give effect to the COSLA Leaders' decision on the application of future pay increases to employees whose terms and conditions of service come within the framework of the Scottish Joint Negotiating Committee for Local Authority Services: Craft Operatives Trade Union Side.
2. The period will cover 2010/11 to 2012/13 and will involve an increase to apply to all basic rates, overtime calculators, bonus calculators and standby payments of 0.65% for the year 1 April 2010 to 31 March 2011, zero% in the year 1 April 2011 to 31 March 2012, and zero% in the year 1 April 2012 to 31 March 2013.
3. It should be noted that this circular has not been agreed with the Trade Union Side.
4. Please note that as per *Circular CS – 52: Pay Settlement 2008-10 - Craft Operatives*, the Scottish Joint Committee for Local Authority Services: Craft Operatives has agreed that revised rates of pay will apply for all Craft Operatives from 1 April and not 1 July. I should be obliged if you would now take such steps as required to implement this circular from 1 April 2010, in line with your established pay practice.

Yours sincerely

Tom Young
Employers Side Secretary

To: Chief Executives
Directors of Personnel
Directors of Finance

CRAFTSMEN

(a) ELECTRICIAN/APPROVED PLUMBER

	<u>Existing</u> <u>Rate</u> £	Revised Rates <u>w.e.f. 1.4.10</u> £	<u>w.e.f. 1.4.11</u> £	<u>w.e.f. 1.4.12</u> £
<u>Basic Rate</u>	272.61	274.38	274.38	274.38
<u>Overtime</u>				
<u>Calculator</u>	272.61	274.38	274.38	274.38
<u>Bonus</u>				
<u>Calculator</u>				
Revised Schemes	164.05	165.12	165.12	165.12
Unrevised Schemes	104.48	105.16	105.16	105.16

(b) APPROVED ELECTRICIAN/ADVANCED PLUMBER

	<u>Existing</u> <u>Rate</u> £	Revised Rates <u>w.e.f. 1.4.10</u> £	<u>w.e.f. 1.4.11</u> £	<u>w.e.f. 1.4.12</u> £
<u>Basic Rate</u>	297.57	299.50	299.50	299.50
<u>Overtime</u>				
<u>Calculator</u>	297.57	299.50	299.50	299.50
<u>Bonus</u>				
<u>Calculator</u>				
Revised Schemes	188.42	189.64	189.64	189.64
Unrevised Schemes	120.30	121.08	121.08	121.08

(c) TECHNICIAN ELECTRICIAN/TECHNICIAN PLUMBER

	<u>Existing Rate</u>	Revised Rates		
	£	<u>w.e.f. 1.4.10</u>	<u>w.e.f. 1.4.11</u>	<u>w.e.f. 1.4.12</u>
<u>Basic Rate</u>	337.43	339.62	339.62	339.62
<u>Overtime Calculator</u>	337.43	339.62	339.62	339.62
<u>Bonus Calculator</u>				
Revised Schemes	204.77	206.10	206.10	206.10
Unrevised Schemes	136.36	137.25	137.25	137.25

(d) ENGINEERING CRAFTSMEN

	<u>Existing Rate</u>	Revised Rates		
	£	<u>w.e.f. 1.4.10</u>	<u>w.e.f. 1.4.11</u>	<u>w.e.f. 1.4.12</u>
<u>Basic Rate</u>	297.57	299.50	299.50	299.50
<u>Overtime Calculator</u>	297.57			
<u>Bonus Calculator</u>	180.69	299.50	299.50	299.50
		181.86	181.86	181.86

BUILDING AND CIVIL ENGINEERING OPERATIVES

(a) CRAFTSMEN
SCAFFOLDER, BARBENDER AND FIXER

	<u>Existing Rate</u>	Revised Rates		
	£	<u>w.e.f. 1.4.10</u>	<u>w.e.f. 1.4.11</u>	<u>w.e.f. 1.4.12</u>
<u>Basic Rate</u>	270.78	272.54	272.54	272.54
<u>Overtime Calculator</u>	270.78			
<u>Bonus Calculator</u>		272.54	272.54	272.54
Revised Schemes	182.96	184.15	184.15	184.15
Unrevised Schemes	107.10	107.80	107.80	107.80

(b) LABOURER

	<u>Existing Rate</u>	<u>Revised Rates</u>		
	£	<u>w.e.f. 1.4.10</u> £	<u>w.e.f. 1.4.11</u> £	<u>w.e.f. 1.4.12</u> £
<u>Basic Rate</u>	230.51	232.01	232.01	232.01
<u>Overtime</u>	230.51			
<u>Calculator</u>		232.01	232.01	232.01
<u>Bonus</u>				
<u>Calculator</u>				
Revised Schemes	162.90	163.96	163.96	163.96
Unrevised Schemes	93.59	94.20	94.20	94.20

Apprentice Rates of Pay

The agreed percentage rates used to calculate the apprentice rates are as follows:

	Year	% of full rate
Apprentice Crafts (previously titled Craftsmen)	1	50%
	2	70%
	3	80%
	4	85%
Building & Civil Engineering Apprentices	1	50%
	2	60%
	3	70%
	4	89.5%
On Completion of Skills Test		95%

Standby Duty Payments

Craftsmen, Engineering Craftsmen, Building and Civil Engineering Operatives

Weekly Rate

<u>Existing Rate</u>	<u>w.e.f. 1.4.10</u>	<u>w.e.f. 1.4.11</u>	<u>w.e.f. 1.4.12</u>
£	£	£	£
79.75	80.27	80.27	80.27

Public Holiday Rate

<u>Existing Rate</u>	<u>w.e.f. 1.4.10</u>	<u>w.e.f. 1.4.11</u>	<u>w.e.f. 1.4.12</u>
£	£	£	£
14.97	15.07	15.07	15.07

Broken Periods

	<u>Existing Rate</u>	<u>w.e.f. 1.4.10</u>	<u>w.e.f. 1.4.11</u>	<u>w.e.f. 1.4.12</u>
	£	£	£	£
Mon - Fri	7.95	8.00	8.00	8.00
Saturday	16.91	17.02	17.02	17.02
Sunday	23.05	23.20	23.20	23.20



PERSONNEL SERVICES CIRCULAR

10 SEPTEMBER 2010

INDUSTRIAL RELATIONS: 04/10

Dear Chief Executive

SALARIES AGREEMENT - SCOTTISH JOINT COUNCIL

1. Following COSLA Leaders' decision on the application of future pay increases to employees whose terms and conditions of service come within the framework of the Scottish Joint Council for Local Government Employees, please find attached in Appendices 1 to 3 details of the pay increase and increases in allowances for local government employees (formerly APT & C and Manual Workers) covering the period 2010-13.
2. The period of settlement will cover 2010/11 to 2012/13 and will involve an increase of 0.65% for the year 1 April 2010 to 31 March 2011, zero% in the year 1 April 2011 to 31 March 2012, and zero% in the year 1 April 2012 to 31 March 2013.
3. The pay increases are shown as revisions to the current spinal column for former APT & C employees and the current weekly rate of pay for former Manual Workers Grades 1 to 8 and Forepersons. The weekly rate of pay for Manual Workers Grades 1 to 8 has been calculated by dividing spinal column points 3-10 respectively of the APT & C spinal column by 52.14. Please note that pay figures have been rounded to the nearest £3.
4. It should be noted that this circular has not been agreed with the Trade Union Side.
5. I should be obliged if you would now take such steps as required to implement this circular from 1 April 2010, in line with your established pay practice.

Yours sincerely

Tom Young
Employers Side Secretary

To: Chief Executives
Directors of Personnel
Directors of Finance

scp	SALARY 1.4.09 £	SALARY 1.4.10 £	SALARY 1.4.11 £	SALARY 1.4.12 £
3	11835	11913	11913	11913
4	12234	12315	12315	12315
5	12654	12735	12735	12735
6	13056	13140	13140	13140
7	13461	13548	13548	13548
8	13866	13956	13956	13956
9	14340	14433	14433	14433
10	15033	15132	15132	15132
11	15414	15513	15513	15513
12	15771	15873	15873	15873
13	16047	16152	16152	16152
14	16341	16446	16446	16446
15	16710	16818	16818	16818
16	17088	17199	17199	17199
17	17415	17529	17529	17529
18	17874	17991	17991	17991
19	18321	18441	18441	18441
20	18813	18936	18936	18936
21	19338	19464	19464	19464
22	19830	19959	19959	19959
23	20388	20520	20520	20520
24	21036	21174	21174	21174
25	21678	21819	21819	21819
26	22371	22515	22515	22515
27	23082	23232	23232	23232
28	23820	23976	23976	23976
29	24741	24903	24903	24903
30	25551	25716	25716	25716
31	26331	26502	26502	26502
32	27102	27279	27279	27279
33	27897	28077	28077	28077
34	28680	28866	28866	28866
35	29259	29448	29448	29448
36	30006	30201	30201	30201
37	30861	31062	31062	31062
38	31761	31968	31968	31968
39	32763	32976	32976	32976
40	33594	33813	33813	33813
41	34458	34683	34683	34683
42	35340	35571	35571	35571
43	36195	36429	36429	36429
44	37074	37314	37314	37314
45	37905	38151	38151	38151
46	38781	39033	39033	39033
47	39651	39909	39909	39909

scp	SALARY 1.4.09 £	SALARY 1.4.10 £	SALARY 1.4.11 £	SALARY 1.4.12 £
48	40623	40887	40887	40887
49	41553	41823	41823	41823
50	42474	42750	42750	42750
51	43437	43719	43719	43719
52	44478	44766	44766	44766
53	45477	45774	45774	45774
54	46527	46830	46830	46830
55	47631	47940	47940	47940
56	48744	49062	49062	49062
57	49899	50223	50223	50223
58	51117	51450	51450	51450
59	52329	52668	52668	52668
60	53538	53886	53886	53886
61	54750	55107	55107	55107
62	55965	56328	56328	56328
63	57264	57636	57636	57636
64	58596	58977	58977	58977
65	60009	60399	60399	60399
66	61452	61851	61851	61851
67	62874	63282	63282	63282
68	64431	64851	64851	64851
69	65991	66420	66420	66420
70	67518	67956	67956	67956
71	69117	69567	69567	69567
72	70755	71214	71214	71214
73	72393	72864	72864	72864

Appendix 2

		Existing Rate £	Revised Rates £		
			1/4/10	1/4/11	1/4/12
1.	<u>Social Workers</u> Standby Duty Allowance per session	£ 26.81	£26.98	£26.98	£26.98
2.	<u>Nursery Staff</u> Special School Allowance per Annum 100% 80 – 100% 50 – 80%	£1,248 £1,005 £624	£1,257 £1,011 £628	£1,257 £1,011 £628.06	£1,257 £1,011 £628
3.	<u>Hospital Social Workers</u> Sessional Payment	£33.73	£33.95	£33.95	£33.95
4.	<u>Nursery Staffs Scheme</u> Sleeping-in Duty Allowance per session	£26.81	£26.98	£26.98	£26.98
5.	<u>Residential Staffs Scheme</u> Sleeping-in Duty Allowance per session	£33.30	£33.52	£33.52	£33.52

Manual Workers

Rates of Pay

Grade	Existing Rate	Revised Rates		
		1/4/10	1/4/11	1/4/12
1	£226.99	£228.47	£228.47	£228.47
2	£234.64	£236.17	£236.17	£236.17
3	£242.69	£244.27	£244.27	£244.27
4	£250.40	£252.03	£252.03	£252.03
5	£258.17	£259.85	£259.85	£259.85
6	£265.94	£267.67	£267.67	£267.67
7	£275.03	£276.82	£276.82	£276.82
8	£288.32	£290.19	£290.19	£290.19
Pro-rata for part-timers				

		Existing Rate	Revised Rates		
			1/4/10	1/4/11	1/4/12
Chargehand	Lower	£14.21	£14.30	£14.30	£14.30
	Higher	£23.22	£23.37	£23.37	£23.37

		Existing Rate	Revised Rates		
			1/4/10	1/4/11	1/4/12
Foreperson	Lower	£299.41	£301.36	£301.36	£301.36
	Higher	£312.35	£314.38	£314.38	£314.38

Shift payments

	<i>Existing Rate</i>	<i>Revised Rates</i>		
		1/4/10	1/4/11	1/4/12
Alternating Shifts	£24.27	£24.43	£24.43	£24.43
Rotating Shifts	£38.83	£39.08	£39.08	£39.08

Standby Duty Payments

	<i>Existing Rate</i>	<i>Revised Rates</i>		
		1/4/10	1/4/11	1/4/12
For each complete week of standby duty actually performed Plus For each public or extra statutory holiday in that week	£80.24 £15.05	£80.76 £15.15	£80.76 £15.15	£80.76 £15.15
For broken periods of standby duty :				
Monday to Friday	£7.99	£8.04	£8.04	£8.04
Saturday	£17.02	£17.13	£17.13	£17.13
Sunday, public and extra statutory holiday	£23.18	£23.33	£23.33	£23.33