



**Haringey** Council

**[No.]**

Agenda item:

**General Purposes Committee**

**On 10 March 2009**

Report Title. **Update on Equal Pay/ Single Status Implementation**

Report of **Stuart Young, Assistant Chief Executive (People & OD)**

Date 27/2/09

Contact Officer : **Steve Davies, Head of Human Resources, 020 8489 3172**

Wards(s) affected: **ALL**

Report for: **Key decision**

**1. Purpose of the report**

1.1. To note progress on implementation of the Equal Pay/ Single Status package agreed with the unions in September 2008.

**2. Introduction by Cabinet Member – Cllr Charles Adje**

2.1. Members are asked to note progress on implementation of the equal pay package.

**3. State link(s) with Council Plan Priorities and actions and /or other Strategies:**

3.1. Links with People Strategy – Great Place to Work theme to promote Haringey as a place where people want to work. We want to attract, reward and retain a wide range of talented staff whose makeup is representative of the community we serve.

**4. Recommendations**

4.1. To note progress on implementation of the equal pay and conditions package.

**5. Reason for recommendation(s)**

5.1. The equal pay and conditions package is being implemented and Members asked to be updated with progress on implementation.

**6. Other options considered**

6.1. The council need to implement the equal pay package to mitigate any risk against equal pay claims. There is no viable alternative.

**7. Summary**

7.1. The council's equal pay and conditions package was agreed with the unions and approved by committee in September 2008. Since then officers from HR have been implementing the agreed package and consulting with various stakeholders, as appropriate, about changes to the employees pay and conditions.

**8. Chief Financial Officer Comments**

8.1. The Chief Financial Officer has been consulted over the contents of this report and can confirm that the increased budget provision highlighted in section 13.0 has been factored into budgets. No further significant budgetary implications are expected to arise from the final evaluation processes.

**9. Head of Legal Services Comments**

9.1. The Head of Legal Services has been consulted on the content of this report. The package recommended for agreement has been designed to provide justifiable grades and conditions of service for Council staff in relation to considerations of general gender equality and the impact of the Equal Pay Act 1970 and related legislation

**10. Head of Procurement Comments –[ Required for Procurement Committee]**

10.1. Not applicable.

**11. Equalities &Community Cohesion Comments**

11.1. The package ensures that equality of employment conditions is free from gender bias. In developing the package an assessment has been undertaken to ensure that the proposals do not adversely affect any of the council's equality themes.

**12. Consultation**

12.1. The package was developed in extensive negotiations and consultation with trade unions, Members and management.

12.2. Consultation with unions, staff and management has continued during implementation and will continue until such time as the package has been fully implemented.

### **13. Service Financial Comments**

13.1. The recurring revenue costs of the grade changes arising out of the agreed package are estimated at £3.82 million. This cost is shared as follows:

- General fund £2.40 million
- Schools £0.87 million
- Catering £0.55 million

13.2. A central contingency has been set aside to address the general fund pressure; schools have a provision to cover back dated pay and are committed to building in budget to cover the increased on-going costs whilst the catering costs will be met through the overall trading account.

13.3. The figures are higher than those reported to General Purposes Committee previously (a total of 2.8m of which General fund was 1.8m) because an improved and updated benchmark of job cost changes was used to calculate the likely impact of grade changes on the budget.

13.4. However, this revised estimate has been discussed with the Chief Financial Officer and considered as part of the budget process and appropriate provision has already been factored into budgets. The costs assume that savings are made in allowances and overtime, both of which feature in the agreed single status package. There are number of other unknowns in terms of the evaluation process that may impact on the final figures, but these should not be significant.

### **14. Use of appendices /Tables and photographs**

14.1. Not applicable

### **15. Local Government (Access to Information) Act 1985**

No documents that require to be listed were used in the preparation of this report

## **16. Equal Pay Review implementation progress**

16.1 A summary of key actions and milestones in implementing the agreed package is outlined below.

- 29 September 2008 – Package agreed at General Purposes Committee
- October 2008 – A Variation of Contract letter was sent to all employees summarising the new package of pay and conditions and identifying changes including annual leave, notice periods, bonus changes and overtime pay arrangements.
- October 2008 – A briefing note was sent to all managers advising them of the changes to pay and conditions.
- December 2008 – 912 ex-manual workers re-grading and backdated pay was processed and received in their December salary.
- December 2008 – Managers were advised to issue employees with their new annual leave entitlements
- January 2009 – 563 ex-manual workers re-grading and backdated pay was processed and received in their January salary.
- January 2009 – 383 employees were written to advising them that they had qualified for a long service award under the new criteria i.e. 20 years Haringey Council Service
- January 2009 – 2 weekly meetings have been set up with the trade unions to discuss matters arising from implementation of this package
- February 2009 – 47 ex-manual workers re-grading and backdated pay was processed and received in their February salary
- February 2009 – Managers/Headteachers were written to asking them to update outstanding Job Descriptions for evaluation

## 17. Ongoing implementation timetable

17.1 The ongoing timetable for job evaluation and grading of posts is outlined below.

| <b>Evaluation Group</b>                                                                              | <b>Evaluation Timetable</b> | <b>Effective date of re-grade</b> |
|------------------------------------------------------------------------------------------------------|-----------------------------|-----------------------------------|
| Remaining manual workers, School & Children Centre positions identified in appendix B of the package | March/April 2009            | 1 April 2007                      |
| Remaining positions identified in appendix B                                                         | April/May 2009              | 1 April 2007                      |
| Other jobs graded PO2 or below not identified in appendix B                                          | June/August 2009            | 1 April 2008                      |
| PO3-PO8 grades                                                                                       | August 2009/March 2010      | 1 April 2009                      |