



C/O Employeeside Secretary
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Change Management Policy

Background

The joint Trade Unions have been in discussion with Officers for several months in relation to updating the current policies that cover redeployment, re-organisation, Secondment and Acting up. The in principle agreement from both sides is that the new policy should

- Bring together the various policies into a simplified policy that covers all of these areas and also which ensures there is a consistent approach taken
- Review the current position on pay protection and on the limitations of suitable alternative offers of employment to being at the person's current substantive grade.
- Update and clarify how ring-fences are drawn up
- Strengthen the offer around redeployment with a view to providing more effective support to staff who are potentially redundant
- Clarify how and when a person may appeal against a redundancy and implications for other staff where multiple staff have been involved in a selection process..
- Provide a framework for dealing with challenges to the suitability of an alternative offer of employment and of factors that may be considered.
- Provide a maximum length of time that secondments and acting up arrangements can last and a process for dealing with those which have exceeded that
- Ensuring that the updated arrangements once agreed would be mirrored in the School change management policies

Negotiations to Date

We have held a number of sessions and made good progress on the majority of issues detailed above albeit there is some more detailed work to be carried out on a number of areas. There has been good engagement by both Trade Unions and HR colleagues who recognise that this suite of policies is in dire need of updating in order to ensure equality and consistency across the organisation.

The remaining area where we appear to have a substantive difference of view is however one of the key ones – the length and type of pay protection which would apply in the event of a person being required to take a post which is at a lower grade.

Employers Position on Pay protection

We have been able to agree what would be covered by pay protection and have had some detailed discussions on models for the length of time any protection will apply. The original offer made was for marking time protection for a 12 month period. (Marking time meaning the cash value of the current pay package but not any cost of living pay award agreed for that year) following further discussions a revised proposal has been made of 12 months marking time protection followed by a transitional period of a further months where the staff member would get 50% of the difference between the new and old salary.

Officers carried out a benchmarking exercise to establish what length of protection was offered in other London Boroughs. The results provided showed a range of approaches from no protection(Haringey's current position) to 1 borough who provide 36 months with a variety of other arrangements between these two.

Trade Union Position on Pay protection

In initial discussions we proposed 36 months marking time protection, we did so on the basis that in recent years pay awards have been relatively low and that one year could still see staff facing a significant drop in income where they have been required to take a lower graded post. The 36 months is recognised to be within the timeframe to avoid any issues arising under the Equal Pay Act and is in fact the length of protection which was used to deal with any losers in the 2008 Single Status agreement between the Council and Trade Unions. In terms of consistency it is also equal to the length of time teachers receive under the STPC conditions of service.

The differences in rates of pay between current Council grades varies as some grades overlap with those above and below and/to contain different numbers of pay spinal points. Additionally the percentage difference between each spinal point that are used to make up grades is irregular.: Following the pay settlement of 2018-20 the new spinal points up to and including Scale 6 increase by 1.8% as you progress through the points but above this level the gaps are less consistent. With the exception of the lowest grades each grade consists of 3 or 4 spinal points, Scale 1a & scale 1b consist of single spinal points.

Pay awards in recent years have varied between 2.75% in 2020 at the upper end and 1% at the lower end, the current "final" offer from the National employers is 1.75% (so broadly equivalent to one spinal point).Whereas the percentage fall in pay as a result of being down-graded one grade is closer to 3.6 -7% depending on the factors mentioned earlier in this report

What we are seeking

- For Cllrs to mandate officers to give further consideration to our proposal for 3 years protection and to receive a report on further negotiations
- For officers to be required to carry out an Equality impact assessment on those staff who may be effected by retrospectively applying a cap of 24 months on acting up arrangements and to agree with Trade Unions an approach for dealing with these cases.

Seán Fox Employeeside Secretary