

# CARLISLE CITY COUNCIL

Report to:- **Carlisle City Council**

Date of Meeting:- **11 June 2007**

Agenda Item No:-

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**Public**

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Title:- **SINGLE STATUS IMPLEMENTATION**

Report of:- **Deputy Chief Executive**

Report reference:- **CE 27/07**

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**Summary:-** The Executive at its meeting on 11 June 2007 considered the attached report on the progress with the implementation of single status.

**Recommendation:-** The Executive recommended that the City Council:

1. Approves the implementation of single status as reported in CE.27/07 and delegates authority to spend any necessary resources up to the maximum of £112,322 to the Deputy Chief Executive. These resources would come from the previously earmarked reserves for implementation of the Pay and Workforce Strategy project.

**Contact Officer:** Jason Gooding

**Ext:** 7009

**J Gooding**

Deputy Chief Executive and Corporate Director

05 July 2007

**Note:** in compliance with section 100d of the Local Government (Access to Information) Act 1985 the report has been prepared in part from the following papers: None



# REPORT TO EXECUTIVE

## PORTFOLIO AREA: LEARNING & DEVELOPMENT

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Date of Meeting: 11 June 2006

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Public

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Key Decision: Yes

Recorded in Forward Plan:

No

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Outside Policy Framework

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Title: **SINGLE STATUS IMPLEMENTATION**

Report of: **Deputy Chief Executive**

Report reference: **CE 27/07**

### Summary:

The purpose of this report is to report progress with the implementation of single status and seek approval from Members to finalise those aspects that are separate from job evaluation.

### Recommendations:

1. That the Executive note and approve the approach to single status implementation
2. That the Executive recommends that Council approves the implementation of single status as reported here and delegates authority to spend any necessary resources up to the maximum of £112,322 to the Deputy Chief Executive. These resources will come from the previously earmarked reserves for implementation of the Pay and Workforce Strategy project.
3. That the Executive notes that any expenditure of this nature will be reported to Members via the Executive

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Note: in compliance with section 100d of the Local Government (Access to Information) Act 1985 the report has been prepared in part from the following papers: None

## 1. BACKGROUND INFORMATION AND OPTIONS

The National Pay Agreement in 1997 included a commitment from all local authorities to harmonise terms and conditions (ie implementation of single status). The City Council has yet to finalise implementation of single status. Aspects relating to pay, for example historical bonus schemes, will be addressed as part of the implementation of job evaluation.

There are some aspects of single status that will need to be addressed separately from job evaluation. These are annual leave entitlement, sick pay, and overtime. Approximately 180 employees are on less beneficial terms in one or more of these areas than their colleagues within the Council.

During discussions with the Trades Unions several years ago, the Deputy Chief Executive gave a general commitment to accelerate implementation of single status if some progress could be made with reducing sickness absence. Members will be aware that the efforts of our employees have had a startling effect on sickness absence that has saved the authority a substantial amount.

The Pay and Workforce Strategy project and the allocation of reserves to its implementation have provided an opportunity for the council to now meet its obligations with regard to single status. Clearly in the longer term any financial impact will need to be managed within the overall revenue budget; it is sensible to manage this along with implementation of job evaluation.

It is the intention that the financial impact of harmonisation of annual leave, sick pay and overtime rates is managed as far as possible within existing resources. For example, there is no intention to directly increase the payroll budget in order to cover any liability associated with harmonised sick pay. However, it is prudent to identify the maximum opportunity cost and report this to Members in order that they understand the 'worst case scenario' should reserves need to be spent. The maximum annual liability for each of the areas is estimated as follows:

Annual Leave Liability	£54,722
Sick Pay Liability	£49,200
Overtime Liability	£8,400
<b>Total</b>	<b>£112,322</b>

Although every effort will be made to contain the financial impact within existing budgets even before implementation of job evaluation, Members are recommended

to 'underwrite' the maximum potential cost by authorising the Deputy Chief Executive in accordance with the recommendations of this report.

Implementation would be effective from 1 April 2007 and would not be back dated any further.

## **2. CONSULTATION**

This proposal has been agreed with Trade Unions subject to Members' approval.

## **3. RECOMMENDATIONS**

1. That the Executive note and approve the approach to single status implementation
2. That the Executive recommends that Council approves the implementation of single status as reported here and delegates authority to spend any necessary resources up to the maximum of £112,322 to the Deputy Chief Executive. These resources will come from the previously earmarked reserves for implementation of the Pay and Workforce Strategy project.
3. That the Executive notes that any expenditure of this nature will be reported to Members via the Executive

## **4. REASONS FOR RECOMMENDATIONS**

These recommendations, alongside job evaluation, will enable the Council to fulfil its outstanding obligations from the 1997 National Pay Agreement.

## **5. IMPLICATIONS**

- Staffing/Resources – as reported above
- Financial – The sum of £1m per annum is earmarked in reserves to fund the implementation of the Pay and Workforce Strategy from 2007/08 to 2009/10. The aim is to ultimately deliver the entire implementation costs from within existing resources after that period or earlier if possible. It is advisable to release the sum of £112,322 but keep as a contingency reserve to be allocated only if necessary, delegated to the Deputy Chief Executive. The impact of this aspect would need to be managed from within existing budgets in future years.

- Legal – on the basis that determining the terms and conditions of staff is a Council rather than an Executive function, it is right that the proposals are referred to Council for approval, together with any unfunded budget consequences if any arise as a result of implementing the recommendations.
- Corporate – this has been discussed and agreed at Senior Management Team
- Risk Management – implementation of these recommendations will reduce the risk of a legal challenge against the authority for failing to implement single status. There is a risk that sickness levels may increase and this will need to be monitored within the existing control systems.
- Equality Issues – single status implementation is fundamental to the Councils' commitment to treat all employees equally
- Environmental – None
- Crime and Disorder – None
- Impact on Customers – None