



Report of the Corporate Director of Resources

Pay Review Update

RECOMMENDATION

1. To note the progress of the pay review.

SUPPORTING INFORMATION

- 2.1 At the meeting of the Personnel Committee on 1 April 2009, members agreed the recommendation that we seek agreement with the trade unions to jointly appoint an independent consultant to analyse our NJC job evaluation results and verify our moderation process.
- 2.2 This recommendation was discussed at the Job Evaluation Steering Group on 8 April 2009.
- 2.3 At that meeting, the trade unions made it clear that for a consultant to be acceptable to them it would have to be a consultant whose name is on a list of those approved by the NJC.
- 2.4 We have to date made very little progress on this appointment, because although the trade union side are insistent that the list of approved list of consultants still exists, the Local Government Employers have informed us that a list is no longer maintained. We have however now been able to identify five names from the original list. We will be contacting them to see if they are interested in undertaking this work for us.
- 2.5 We have drawn up a set of draft terms of reference for discussion with the trade unions.
- 2.6 Once agreed, the terms of reference will be sent to potential consultants in order to obtain quotations for the work and comply with procurement requirements.
- 2.7 The continuing lack of progress on this issue is a cause of frustration for both sides.

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Background papers: None
List of appendices: Appendix 1 Implications

IMPLICATIONS

Financial

1. None arising from this report.

Legal

2. None arising from this report.

Human Resources

3. We are still seeking to implement the 1997 national agreement on single status.

Equalities Impact

4. None arising from this report.