

## General Purposes Committee

### AGENDA STATUS: PUBLIC

<b>Report Title</b>	<b>PAY &amp; GRADING</b>
<b>Date of Meeting:</b>	18 March 2008
<b>Directorate:</b>	People, Planning and Regeneration
<b>Ward(s)</b>	<b>ALL</b>

#### **1. Summary**

1.1 Please see Cabinet Report on Pay & Grading of 3 March 2008 (attached).

#### **2. Recommendations**

2.1 That General Purposes Committee note the outcomes of 3 March 2008 Cabinet as follows.

2.1.1 It is noted that as a result of a review Management and the relevant Trade Unions have agreed the following:

- a) That the current work on Pay and Grading should not be implemented as planned from 1 April 2008;
- b) To negotiate on equal pay claims which are outstanding, with the intention to agree the appropriate resolution of these claims by 30 April 2008;
- c) To negotiate and agree a new process to ensure that the Council complies with national agreements on job evaluation by 1 April 2009, such process to include consideration of the appropriate technical method, which posts fall into the scope of the job evaluation scheme, arrangements for posts outside that scope, protection arrangements, implementation date and affordability.

2.1.2 It is requested that, in noting the action taken, the action is endorsed and further reports as appropriate on negotiations with the relevant Trade Unions on the implementation of Pay and Grading are requested.

2.1.3 All necessary action required to enable progress to be made on job evaluation as quickly as possible is delegated to the Chief Executive.

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