

# Makes a Difference

Pay and Grading Bulletin from Rochdale UNISON



## Management Set to Slash Pay and Conditions



### **Massive attack planned**

After months of pleading with management negotiators to provide the detailed information necessary to support negotiations, no information has been provided. As a result UNISON is being prevented from negotiating on your behalf.

As it has become clear that information is leaking out through Management channels UNISON has decided to go public so that members understand what is planned for their future.

In other Councils Management and trade union negotiators have jointly modelled a new structure with open access to all job evaluation scores for all posts. This means that unions have fully understood the impact on members and have been able to properly influence the outcome.

In Rochdale the structure was devised behind closed doors and presented as a fait accompli to unions. Detailed information on who scored what and who would win and lose has yet to be provided.

Despite seeking the support of Councillors on the Council's Single Status Committee our request for proper information has fallen on deaf ears.

### **38% set to lose**

As things stand 38% of staff are set to lose out. UNISON cannot tell you who will lose as those details are being withheld. At the same time Management are resisting pleas to extend pay protection beyond one year. The effect on many members' families will be devastating.

At the start of the process Management imposed a three month timetable starting on 1st January. They did not table a single substantive proposal until 21st February.

Proposals on terms and conditions including overtime and allowances were not tabled until a meeting on 8th April – eight days after the negotiations were supposed to have finished.

On Monday 19 May Management promised more information in the future but did not hold out any prospect of proper negotiations. Management now say that they do not want to consult staff until after the summer holidays. Our view is that they are simply planning to constrict the consultation timetable in the same way as they have undermined the negotiating process.

### **What's equality got to do with it?**

In contrast to other Councils in the North West, Rochdale is the only council to have modelled a new pay structure without using gender data. Their explanation was that the LINK pay modelling software could not handle gender data. **Rubbish!!** This means that they have no idea of the gender impact of their proposals.

### **Latest news**

This newsletter sets out the latest position. UNISON will continue to protect its members. You have your part to play and the first thing is to attend the members' meeting planned for next week.



**Sorry...we thought a main aim of the exercise was to introduce Equal Pay!**

## Proposed Grading Structure

NJC JE	No of Points	SCP	Grade
600+	7	43 - 49	9
550 - 599	7	36 - 42	8
500 - 549	5	31-35	7
450 - 499	5	26 - 30	6
400 - 449	5	21-25	5
350 - 399	5	16 - 20	4
300 - 349	5	11-15	3
250 - 299	4	7 - 10	2
200 - 249	3	4 - 6	1

## Proposed Annual Leave Structure

Definition	Current	New Grade	Proposed
Up to and including SCP 25	23 days	<b>Grades 1—5</b>	23 days
SCP 26 to SCP 28 inclusive	23	<b>Grades 6, 7, 8</b>	25
SCP 29 to SCP 40 inclusive	25		25
SCP 41 and over	28	<b>Grade 9 and above</b>	28
(ELT) Executive Leadership Team	31		28

### Premium Payments Slashed

Management intend to abolish the following premium payments including:-

- **Overtime**
- Saturday working as part of normal working week
- Sunday working as part of normal working week
- Unsocial hours payment
- Irregular hours payment
- Working on a statutory holiday
- Alternating/Rotating shift payment (including Home Support shift allowance)
- Work on rest day/free day/recall to work
- Night work



### Allowances Annihilated

The following allowances are abolished:-

- **Attendance Allowance**
- Lead In Payment
- MOT Payment
- Transport Shift Payments
- Special Schools Allowance
- Unpleasant Working Conditions Allowance
- Dining Room Duties
- Competition Supplement

- Continuity Payment (to be replaced by market factor supplement scheme)
- Community Language Supplement
- Split Duty Payment
- Retainer Fee
- Lunch Allowance



Where these arrangements were contractual, protection will be offered. The Trade Unions have not been able to agree acceptable protection arrangements and remain in dispute with the employer.

Despite claims that nothing can be introduced until 1 April 2009, management intend to increase the working week to 37 hours from November 2008 for all new starters and promotees.

Essential user car allowance will be abolished for all new starters and promotees and replaced with a casual user scheme.

### Annual Leave

This will be allocated according to status (so no change there then!!) and will depend on pay. So the higher paid you are the more leave you will receive.

No existing staff will lose leave so while it appears that the ELT are being treated the same as others in practice they will all enjoy 31 days leave. The table above spells out the changes.

Rochdale UNISON has arranged Pay and Grading Mass Meetings (details below) for all our members, which will be held in Rochdale, Heywood and Middleton. The purpose of the meetings is to update our members about the current situation regarding Pay and Grading.

You have received two copies of this newsletter, please pass a copy onto someone you know is not a member of UNISON.

If you are not a member of UNISON and would like to attend one of the following meetings, applications to join UNISON are available from the Branch Office or can be completed on the day.

UNISON Pay & Grading Mass Meetings		
Date	Venue	Time
Wed 28 <sup>th</sup> May	Town Hall Great Hall	12pm – 2pm
Wed 28 <sup>th</sup> May	Town Hall Reception Room	4pm – 6pm
Thu 29 <sup>th</sup> May	Carroll Suite Middleton	12pm – 2pm
Fri 30 <sup>th</sup> May	Albany Hotel Heywood	12pm – 2pm

### What Can You Do?

In order to understand what you will be paid you need to know your Job Evaluation points score. These are being withheld from the trade unions. Complete the data request form we sent to you and send it to Stephen Harper. Copy the reply to the UNISON Branch Office. You can either send them by post by attaching a stamp or you can pop them into the internal mail system.



## **...in more detail**

***Q. How will the Pay and Grading Review affect me and what will I earn?***

**A.** The Council's review of pay and grading is designed to implement the 1997 agreement on Single Status. This means that everyone is paid equally regardless of gender and based on the worth of their job as measured by the national Job Evaluation system. The pay and grading review covers everyone with the exception of the Council's most Senior Officers. The job evaluation exercise has been carried out and all posts within the Council have been allocated a points score. UNISON has not been given access to points scores for posts so we are unable to say what the individual impact will be.

***Q. What is UNISON doing locally?***

**A.** UNISON has been fully involved in negotiations with the Council since the start of the exercise some three years ago. We have played a full part in agreeing ground rules with the Council; moderation (sore thumbing job evaluation results to ensure consistency across the Council); and have taken the lead in ensuring that the interests of all our members are protected.



Once all the job evaluations were undertaken, all three unions agreed that the tone changed. From being valued partners, we became people not to be trusted. For unions to fully engage with the process we need full information including the job evaluation scores. Only that way can we ensure that the Council has got it right. **In fact we believe that the Council has got it badly wrong!**

***Q. So what's wrong?***

*Some questions from us they didn't answer.*

- Why did the structure start at 200 points when the lowest job score is 215?  
**(This means the lowest grade is paid below what they have scored!)**
- Why were grade boundaries drawn at 50 point intervals and not where natural breaks occurred?
- Have grade boundaries been drawn so that posts occupied by men are in the next higher pay band?

- Why was the pay line depressed in the middle to pay for posts at the higher end?
- Why do higher graded posts have 7 point scales while other pay bands have 5 or less point scales?

***Q. Why has it been delayed?***

**A.** The Single Status agreement was supposed to be implemented from 1 April 1997. The delay since then has been due to a lack of commitment on the part of local employers to implementing equal pay. Following the pay campaign and industrial action the revised national agreement of 1 April 2004 insisted that all Councils should have single status fully in place by 1 April 2007. In Rochdale we were on course to achieve that target but further delay has been due to Management's unwillingness to table substantive proposals. At every opportunity UNISON has protested the additional delay and has not been prepared to agree to it.



***Q. If my pay goes down will I get pay protection?***

**A.** The issue of pay protection is legally complicated but UNISON has agreed a revised pay protection policy with the Council which is a significant improvement over the existing policy in force since 1998. However, we have not been prepared to agree to pay protection of one year and continue to argue that we can only agree an appropriate length of pay protection once we have seen who needs pay protection for how much and for how long.

***Q. Will I get back pay?***

**A.** Members who can demonstrate that they have an underlying claim for equal pay have a legal right to claim back pay for up to six years. The Council have stated that they will not pay any back pay and UNISON will now take the necessary action to assert our members' legal rights. We are ready and willing to lodge equal pay claims. If you think you have an equal pay claim contact the Branch Office.

**For Information Only to Rochdale Boroughwide Housing Ltd, Life4Life and Non LEA Schools.**

**This newsletter is to keep you up to date with developments in the Council.**

**UNISON have incurred all costs relating to production and mailing of this newsletter.**