



Human Resources and Organisational Development

Harmonisation Project

Briefing for Corporate Resources OSC

5/10/09



Creating the New Unitary Council

- Staff protected by TUPE – transferring from legacy authorities
- Staff on wide range of conditions of service
- Legacy pay structures



Legal Framework

- TUPE v Equal Pay
- Equality of entitlement to future pay / benefits
- No defined period of TUPE protection
- Duty to address potential inequalities



Job Evaluation

- Grading structure adopted by shadow authority – NJC and HAY – ex BCC job evaluation schemes
- CB jobs must be appropriately and fairly graded, reflect relative worth and be free from gender bias
- Provides defence for any future equal pay challenge at employment tribunal
- Around 330 ex-district posts (covering 700+ staff) to analyse and evaluate against CB job evaluation scheme(s)



Terms and Conditions

- Differences in Terms and Conditions need to be examined
- Key differences in Terms and Conditions
 - Annual Leave
 - Car Allowances
- Other differences – ‘fringe’ conditions e.g. long service awards, professional subscriptions, subsistence payments, life assurance cover



Job Evaluation – Process

- Job analysts working with managers and staff to analyse roles
- HR led evaluation panels, including TU reps
- Evaluation results held until full implementation



Terms and Conditions - Process

- Core terms and conditions agreed and adopted
- Need to identify all differences requiring harmonisation
- Harmonisation proposals provided (and costed)
- Collective agreement to be negotiated with TU's.
- Final agreement – CBMT, then Members



Consultation / Communication / Timescales

- Communications Plan / Framework agreed by CBMT
- Implementation date: 01.04.10
 - increase in pay / grade
 - decrease in pay / grade
 - change / buy out re Terms and Conditions
- 3 year pay protection policy – from 01.04.10
- Pensions – ‘protected’ element remains pensionable



Business as Usual Principles

- Recognise circumstances where action needed now
 - Vacancies (ex district posts)
 - Significant change to a role
 - Organisational change