

Review of Local Government Workers Pay and Grading

Report by Kenneth Lawrie, Chief Executive

1 Purpose of Report

This report appraises Council of the outcome of Trade Union ballot process in respect of the Review of Local Government Workers pay and grading.

The outcome of the ballots are in favour of the proposals and accordingly arrangements are now underway to formalise the collective agreement and proceed to implementation for 1 October 2016.

2 Background

At the special meeting of Council on 8 June 2016, Council considered a report dated 2 June 2016 ([Special Council meeting 8 June 2016](#)) on the Review of Local Government Workers pay and grading and approved the following recommendations:-

- a) *Note that negotiations with Trade Unions have been broadly positive and that, subject to Council approval of the proposals the Trade Unions, have undertaken to ballot their members on the proposals as part of the process to secure a collective bargaining agreement;*
- b) *Note the intention to bring forward a recommendation to a future meeting of Council to change the Council's Standing Orders and the Scheme of Administration to allow for the appointment of an independent chair to the Appeals Committee as referred to in section 5.2;*
- c) *Note the financial implications as set out in section 7.1;*
- d) *Approve the proposals arising from the review as set out in this report and as detailed in the Appendices;*
- e) *Authorise the Chief Executive to make a formal offer as part of the collective bargaining process to the recognised Trade Unions;*
- f) *To receive an update on the outcome of the ballot process at Council on 28 June 2016;*
- g) *Subject to the outcome of the ballots, to authorise the Chief Executive to implement the proposals by means of collective bargaining agreement;*
- h) *Subject to the outcome of the ballots, if approved, note the intention of the Chief Executive to establish an implementation group; and*
- i) *Otherwise note the contents of the report.*

3 Update

Accordingly on 8 June 2016 I advised the Trade Unions of the decision taken by Council and made a formal offer as part of the collective bargaining process.

Subsequently, the three recognised Local Government Workers Trade Unions, Unison, Unite and Ucat, carried out separate ballots with the results provided on 27 June 2016.

The ballot results were as follows.

Table 1: Ballot Results

	UNISON		UNITE		UCATT		Total	
	No	%	No	%	No	%	No.	%
For Acceptance	329	73	158	57	6	55	493	67
For Rejection	123	27	119	43	5	45	247	33
Total	452	100	277	100	11	100	740	100
Total Ballots Issued	1,300		565		11		1,876	
Turn Out	35%		49%		100%		39%	

Given that all three ballot results support acceptance of the proposal, the Trade Unions now have a mandate to enter into the collective agreement.

4 Next Steps

In addition to formally entering into the collective agreement, arrangements are now being progressed to prepare for the implementation effective from 1 October 2016. In this respect an Implementation Board, chaired by myself has been set up and had its inaugural meeting earlier today.

5 Report Implications

5.1 Resource

These remain as set out in the report presented to Council on 8 June 2016.

5.2 Risk

These remain as set out in the report presented to Council on 8 June 2016.

5.3 Single Midlothian Plan and Business Transformation

Themes addressed in this report:

- ☐ Community safety
- ☐ Adult health, care and housing
- ☐ Getting it right for every Midlothian child
- ☒ Improving opportunities in Midlothian
- ☐ Sustainable growth
- ☒ Business transformation and Best Value

☐ None of the above

5.4 Key Priorities within the Single Midlothian Plan

These remain as set out in the report presented to Council on 8 June 2016.

5.5 Impact on Performance and Outcomes

These remain as set out in the report presented to Council on 8 June 2016.

5.6 Adopting a Preventative Approach

These remain as set out in the report presented to Council on 8 June 2016.

5.7 Involving Communities and Other Stakeholders

These remain as set out in the report presented to Council on 8 June 2016.

5.8 Ensuring Equalities

These remain as set out in the report presented to Council on 8 June 2016.

5.9 Supporting Sustainable Development

There are no issues relating to environmental sustainability arising from this report.

5.10 IT Issues

These remain as set out in the report presented to Council on 8 June 2016.

6 Recommendations

Council is asked to note:

- a) The outcome of the Trade Union ballot process;
- b) The arrangements to implement the collective agreement with the pay, grading, and terms and conditions changes effective from 1 October 2016.

Date: 28 June 2016

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