

TEST VALLEY BOROUGH COUNCIL

HEAD OF SERVICE'S DECISION

Committee: General Purposes
Chairman: Councillor Ian Car
Head of Service: Margaret Smith

SUBJECT

Commercial Services Pay Award 2004

REASON FOR URGENCY

(After consultation with the Chief Executive)

Agreement has now been reached with the Unions which was delayed as a result of the protracted negotiations at national level. The agreement includes a significant move towards a single status agreement across the Council and operational changes are now ready to be implemented. It will enable the award to be implemented at the earliest opportunity.

DECISION

(After consultation with the Chairman (or in his absence the Vice-Chairman), who has not requested that the matter be referred to a special meeting of the Committee).

Following negotiations with the GMB and T&G Unions the following settlement has been agreed:

1. Pay award of 2.75% from 1 April 2004
2.95% from 1 April 2005
2.95% from 1 April 2006 unless
RPI on 1 October 2005 is greater. (This is in line with the national agreement).
2. With effect from 1 September 2004, overtime will be paid at time-and-a-half Monday to Saturday and at double-time on Sundays and Bank Holidays.
3. With effect from 1 October 2004 the basic working week will be 39 hours per week, reducing to 38 hours per week from 1 April 2005 and 37 hours per week from 1 April 2006 without loss of pay. The need for additional funding has been identified with the Head of Finance through the budget process, and operational practices are being reviewed to produce efficiency savings.

4. That, in accordance with the approach taken in previous years, the opportunity will be open to review the three year pay award in years 2 and 3.
5. That equal pay audits and workforce development plans will be introduced in accordance with the national agreement.

Chief Executive's/
Director's Signature: *[Signature]* Date: 15.9.04

Chairman's/~~Vice-Chairman's~~ Chairman's
Signature: *[Signature]* Date: 15.09.04

Chairman's/Vice-Chairman's
(Overview & Scrutiny Committee)
Signature: *[Signature]* Date: 16th Sept 04

Head of Service's
Signature: *M.J. Smith* Date: 16.09.04

Reported to Committee on Date:

DISTRIBUTION

1. Chief Executive
2. Corporate Director
3. Corporate Director
4. Head of Legal Services
5. Head of Administration (original for report to Committee)

BACKGROUND PAPER: