

## 'Modernising Pay' Special



**Please take the time to read this important bulletin. It will hopefully guide you through some of the highlights and lowlights of the Single Status or 'Modernising Pay' proposals.**

It will give you a flavour of:

- the impact they will have on you
- how members who have been to our consultation meetings feel about them.

The Branch carried out a lengthy and wide ranging consultation throughout August and September including nearly 40 meetings of members, online enquiry forms and telephone queries.

"This has been one of the largest, most worthwhile and constructive exercises we have ever done", said Kevin Duguid, Service Conditions Co-ordinator.

"The overwhelming majority of our members have said very clearly that they **reject** the package of proposals as they stand".

"We have given a detailed response to Council reflecting

that and we await a formal response from them. Our colleagues in our sister unions Unite & GMB have also rejected the proposals."

### WHAT HAPPENS NEXT ?

UNISON has told the Council we want to negotiate a fair and equitable agreement for all our members and have urged them to re-open negotiations.

Time will tell whether they are willing to do so.

It may be that the Council elect to issue a "90 day Formal Consultation Notice". That means giving us notice that they will try to reach a negotiated settlement over 90 days but if we don't, they may try to force through the proposals without agreement.

This would mean another period of 90 days notice being given before they could do this.

UNISON is currently taking legal advice on the best way to deal with such an eventuality and we will update you once that advice has been confirmed.

So you think you're a winner? - Council's fiddled figures

Is it only bonus earners who are losing out?

Shift Payments

Public Holidays

Performance Related Pay - Fool's Gold

Appeals Procedure

'Alternative models' - defending members

**The overwhelming majority of our members have said very clearly that they reject the proposals as they stand**

If this is meant to be about equality, why is Theresa losing £5,000?

See page 3



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[www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk)

# Performance Pay Fool's Gold

**P**erformance Related Pay shone through as a big concern for members. So here's the cycle of how it will work, or not, as the case may be!

And remember this is all done using the current PRD scheme which was designed for professional development, **not** for determining pay.

**April:** Meet with your line manager and your objectives and competencies are set.

**October:** It's your mid-year review!

**January:** Your line manager assesses your contribution. Hope you've been good, not been sick or disciplined and you've worked your socks off! And they might just recommend a pay step.

**February:** Your line manager gives their decision to the Director for



authorisation. Keep your fingers crossed! But it's not over yet.

**March:** Human Resources and Finance do a consistency check on the authorisations - whatever that may entail.

**April:** -The Budgetary Control Group then decide **whether there's enough**

**Even if you get through the hoops, the Council will decide if there's enough money to pay you!**

**money** to give you a pay step or not.

**Late April:** You find out whether you get your pay step.

**Now, it's as easy as that so what's all the fuss is about?**

Seriously though this process is riddled with flaws and the potential for abuse is huge. Even if you get through the first few hoops, if there's budgetary pressure on the Council the chances are you won't get the pay step you worked for all year.

UNISON has urged the Council to withdraw these ill thought out proposals and stick to the incremental system that is currently in place.

## How do I appeal against my evaluation?

**I**t is proposed that appeals are heard **AFTER** implementation and, due to the expected volumes anticipated, **UNISON** has requested that an agreed 'pro forma' is developed for the submission of appeals.

In order to appeal members will need details of how their post was scored, factor by factor, and we have asked the Council to give all staff these details before implementation so the appeals process can be as efficient and quick as possible. Once the Council has responded to this request we will let you know the timescales.

A robust Appeals Procedure has been negotiated which includes the following:

- The right to refer back a factor score, with supporting information, for reconsideration by the Job Evaluation Team.
- The right to a hearing in front of an Appeals Panel, which includes Trade Union Representatives, should staff remain dissatisfied with the result of the referral back.
- The right to have the appeal referred to an independent body such as ACAS should a consensus not be reached at the Appeal Hearing.
- The right to have your post evaluated through the full Job Evaluation Scheme if your post was one which was assessed through the allocation process.

## 80% winners? Fiddling the figures the Council way

**A**ccording to the Council, 80% of staff will be winning as a result of single status but, as **UNISON** has been arguing for months, this is just not the case.

There are two main ways in which the council are fiddling the figures.

Firstly they only refer to base pay and not the take home pay.

So many of the staff who are getting hit the hardest by the loss of bonus or shift allowances and weekend enhancements from their take home pay, may find their base pay

**Hey Presto!  
You're a winner  
even if you're  
losing money**

goes up while their take home pay goes down.

But, *Hey Presto*, they are classed as winners, even though they are losing money.

Secondly all staff are being moved across from one pay scale to another. The council are sliding you across and up to the nearest salary but just higher, so you will gain a small amount over the whole year.

But again, *Hey Presto*, you are classed as a winner.



# So you think you're a Modernising Pay Winner...?

**W**hen you got your new salary in the Modernising Pay Final package letter in July you may have noticed a slight increase in your salary but this does not mean you are a Modernising Pay winner.

The council may be giving you money with one hand but they are taking with their other.

Ask yourself these questions.....

- Is your working week increasing? If so you're working an extra day a year!
- Do you currently work Public Holidays?
- Do you currently

receive Bonus?

- Are you a Shift Worker?
- Do you do regular overtime?
- Do you work Nights?
- Can you currently progress to the top of your grade without jumping through hoops?
- Do you do standby on Public Holidays?

**If you can answer yes to one or more of these questions it's more likely that, in reality, you are one of the losers!**

Throughout this bulletin we cover a number of examples to help you work out the real effects on your pay.



**Theresa Wallace: Case Study**

Theresa has over 26 years service with the Council. Job Title - Roadsweeper (4on/4off) Current Grade - MWI

<b>Current Annual Salary</b>	.....	<b>£19,212.44</b>
The Proposed New Grade - SCP 6 (Bottom of Grade 2)	.....	£12,605
Variable Working Days (Days vary from week to week) 4on/4off 2.5 Points	.....	+ £500
Working Time Payment (for Saturday & Sunday only) at £1.92 ph for each whole hour worked between 7am to 9pm = 552 Weekend Hours	.....	+ £1,060
91 Night Hours	.....	+ £228
<b>New Annual Salary</b>	.....	<b>£14,393</b>
<b>Pay CUT of</b>	.....	<b>£4,819.44</b>

## Is it only bonus earners that lose out?

**NO! Here's a list of some of the jobs where members will lose financially from the current proposals.**

- Crisis Care Workers
- Refuse Collectors
- Home Helps
- Service Support officers
- Clerical Workers
- Housing Support Worker
- Gardeners
- Domestics
- Social Care Workers
- Street Cleaners
- Drivers

- Residential Care Officers
- Library Assistants
- Development Officers
- School Administrators
- Community Care Assistants

"I am sure a few of these have surprised you", said lead negotiator Kevin Duguid. "There are many other posts that will also lose out so please think of everybody who is affected and give them your support."

## Shift Payments: Slap for those doing most vital work for Council

The proposals on shift payments fall well below existing conditions in most instances and if you're a night worker you are definitely going to feel the pinch.

Actually that pinch is more like a slap for those people who work the most unsociable hours in the Council and do some of the most vital work in

places like care homes for the elderly and vulnerable adults to name but two.

UNISON negotiators have urged the Council put more money into the most unsociable shift patterns and properly recompense people for the contribution they make out of normal working hours.

## Public Holidays: Even more losses for lowest paid

**F**or all workers (except term time staff) all public holidays except 25, 26 December and 1, 2 January will be converted into annual leave.

The feedback from our consultation meetings has raised huge concern over this proposal for a number of reasons:

- Those staff who currently are required to work on a public holiday will suffer financial detriment, since they will lose their existing

enhanced payment.

Many of these staff are in female dominated and 'low paid' posts.

- Many of our members have children who will continue to get public holidays, yet their parents will not.

So they'll be dependant on trying to get annual leave to look after their children - or end up paying for expensive additional childcare.

Yet another way in which staff will suffer financial detriment.

- The Easter public



**I assume our councillors will be in at work and not rolling their Easter eggs** Kevin Duguid

holidays have been raised as a significant issue, with many of our members extremely upset that a

'traditional' holiday period is being demeaned.

"If all these public holidays are to become 'normal working days', I assume our councillors will also be in on these days hard at work, not rolling their Easter eggs or spending time with their kids who are off", said Kevin Duguid.

UNISON has been pushing the Council to not only maintain the current public holidays but to increase leave for staff in line with many other Local Authorities.

## Dialogue on 'alternative models' but ready to defend services

**A**s if we didn't have enough to do with the Council's Pay Modernisation programme, we are now faced with the challenge of it now looking at different ways of service delivery under the fancy title of 'Alternative Service Models'.

This allows the Council to consider if they will continue to directly provide specific services, or outsource (i.e. privatise), or work in partnership with external agencies (which we have done in many areas), or set up trusts similar to the Leisure Trust

or other options.

It is clear the driving force for this is the financial threats which could lead to cuts of £92 million in the next three years if the worst outcomes of Holyrood financial decisions happen.

There has been much discussion in UNISON and with our sister unions to build a joint union strategy.

With the Council focussing in on its plan in mid-December by selecting a group of services for further development, the union decided to enter into dialogue at council and departmental level.

This would allow us to

**Need to act from informed position rather than gut reaction**

get the information needed to develop a strategy to protect jobs and services.

"Some will say we should "hit the barricades" but your elected representatives believe that we can best protect members by getting the facts first - and then challenging them if required", said John Ross, Service Conditions Convener.

Talking to the employer does not take away our right to act more forcibly if needed and if we go down

that avenue we must do so from an informed position rather than a gut reaction.

The pace of taking forward 'Alternative Service Models' will be intensive, given the imminent financial threats.

The Branch is committed to campaigning for services provided by the Public Sector, by Public Sector workers without the interference of those who would make profit on the back of our efforts - with inevitably poorer services for the most vulnerable in society.

Watch for future newsheets and updates on the Branch Website.

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