

Employment Matters Committee – Supplementary agenda No.1

A meeting of the Employment Matters Committee will be held on:

Date: 18 April 2013

Time: 7.00pm

Venue: Meeting Room 2 - Level 3, Gun Wharf, Dock Road, Chatham ME4
4TR

Items

5 Pay and Grade Review

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Draft timetable.

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Date: 18 April 2013



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If you have any questions about this meeting and you want to speak to someone in your own language please ring **01634 335577**

বাংলা	331780	ગુજરાતી	331782	ਪੰਜਾਬੀ	331784	كوردی	331841	ارو	331785	Русский	332374
中文	331781	हिंदी	331783	Polski	332373	এহ্‌শফ	331786	فارسی	331840	Lietuviškai	332372

Pay and Grade timetable

Date and time	Meeting	Project plan key dates
May 2013		
Wednesday 22 May, 18:00 - 19:00	Pay and Grade Members' working group	Progress update.
June 2013		
Friday 14 June, 10:00 - 11:30	Corporate Consultative Committee	Progress update
Friday 28 June		Milestone 1 <ul style="list-style-type: none"> • Communication Plan complete. • ICT e-source developments complete. • Job families and profiles allocations and rank ordering complete.
July 2013		
Monday 1 July		Milestone 2 <ul style="list-style-type: none"> • HAY to undertake pay modelling exercise to be completed by 16 August.
Thursday 4 July	Employment Matters Committee	Progress update.
Wednesday 24 Jul, 18:00 - 19:00	Pay and Grade Members' working group	Progress update.
August 2013		
Wednesday 7 August	Corporate Management Team	Progress update
September 2013		
<i>Date TBC</i>	<i>Pay and Grade Members' working group</i>	
Wednesday 4 September	Corporate Management Team	Update on pay modelling exercise.
Friday 6 September, 10:00 - 11:30	Corporate Consultative Committee	Progress update.
Thursday 12 September	Joint Consultative Committee + Employment Matters Committee	Milestone 3 Employment Matters Committee to agree way forward.
Monday 30 September		<ul style="list-style-type: none"> • Completed changes to PDR process • Completed total contribution performance scheme • Completed appeals process
October 2013		
Tuesday 1 October		Milestone 4 Consultation with staff and trade unions begins – (45 days)
November 2013		
Friday 15 November		Milestone 5 Consultation ends

Wednesday 27 November	Corporate Management Team	Update on consultation.
Wednesday 27 November, 18:00 - 19:00	Pay and Grade Members' working group	Update on consultation.
Thursday 28 November	Joint Consultative Committee + Employment Matters Committee	Milestone 6 Employment Matters Committee considers consultation responses and makes a recommendation to full council.
December 2013		
Thursday 5 December, 10:00 - 11:30	Corporate Consultative Committee	Milestone 7 Sign collective agreement. (earlier if appropriate)
January 2014		
Wednesday 15 January	Employment Matters Committee	Milestone 8 Consider way forward in absence of collective agreement.
February 2014		
Thursday 20 February	Council – Budget setting	Milestone 9 Make final decision.
Friday 21 February		If no collective agreement or individual agreement and proposal agreed at full council, commence dismissal/reengagement process.

Points to consider:

- The Council budget setting meeting is taking place on Thursday 20 February, 2014. Should there be a requirement for Council to make a formal decision on implementing a new grading structure then there are implications for the payment of increments to staff from 1 April 2014 as contractual notice for some staff will extend into May, and the collective agreement on the freezing of increments expires on 31 March 2014. Clearly if a collective agreement is signed prior to 31 March 2014 there is no issue.