

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.