

Performance & Reward and Job Evaluation

Joint Update: Corporate Management Board/Joint Trade Unions

September 2006 (Issue 2)

“Joint negotiations are currently progressing well between Management and the Joint Trade Unions in forming the detail of our Collective Agreement for the implementation of Job Evaluation.

The purpose of Job Evaluation is to address any inequalities and ensure greater fairness of pay so that staff doing work of equal value are paid the same wherever they work within DCC.

In order to implement the outcomes of Job Evaluation by April 2007 we intend to inform all staff about how it will affect them individually by the end of November.

There are three possible outcomes for every member of staff. Your salary will either go up, go down, or stay the same. Although the majority of staff will see little change or an improvement in pay, protection arrangements are being negotiated for those whose salaries go down and support will be available.

We will continue to work together over the coming months to finalise the detail. In the meantime we feel that significant progress continues to be made and this will be subject to a ballot of trade union members in September.

We will keep you all informed of developments as they happen and provide regular joint updates on progress. If you have any queries, or would like any further information, please contact the Job Evaluation team or your local Trade Union representative.”

Chief Executive

Phil Norrey

Joint Secretary for the Trade Unions

(GMB, UNISON and TGWU)

Moira Andrews

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Explanation of Terms:

Equal Pay Compensation: Any monies due to compensate for any existing inequalities in our current Pay and Grading structure

Collective Agreement: Jointly agreed set of words that binds all parties to the new Pay and Grading structure

Implementation Date: The date on which contract changes will be implemented

Protection: Maintaining a time-limited level of pay for those whose jobs are downgraded

Copies of this leaflet can be made available in large print, audio tape, Braille and in other languages. Please contact the information centre on 01392 380101

Phil Norrey
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Devon County Council