

SINGLE STATUS BACKGROUND

What is Single Status?

The Single Status Agreement is a National Agreement reached in April 1997, and updated in 2004 which emphasized the need for local authorities to be satisfied that the principles and good practice of equal opportunities are adopted for the pay and conditions of its workforce. The agreement covers the following:

- A pay and grading review including a job evaluation programme to incorporate the principles of equal pay for work of equal value.
- The introduction of locally agreed terms and conditions of employment.
- The standard working week of 37 hours.

The 37 hour week was introduced in Derbyshire County Council on 1 April 1999.

The criteria adopted to assess the value of jobs covered by the agreement are those included within the Hay Job Evaluation Scheme. The review of terms and conditions of service is known as the Derbyshire Package.

Have other authorities implemented Single Status?

A lot of other authorities have now implemented some form of arrangements. There remain a number of authorities, like Derbyshire, who have still to implement.

The potential liabilities posed by current equal pay legislation means that it is very difficult for any local authority not to implement single status in some form or other.

How will Single Status affect me?

Not all Council employees are covered by Single Status a summary of the categories included is shown below:

- People who are employed under Local Government Services Conditions of Service and not based within schools are affected by Single Status. LEA employed catering staff are also included and will be subject to the new arrangements.
- People who are employed under Local Government Services Conditions of Service that are school based (which includes cleaners and caretakers) will also be included in Single Status, but are not affected under this implementation phase.
- People who are affected only by changes in terms and conditions of service and not job evaluation and therefore concerned only with the implementation of the Derbyshire Package eg Soulbury.
- People who are not directly affected by job evaluation or the Derbyshire Package are Teachers and those employed by aided or foundation schools,

(except for cleaners, caretakers and catering employees employed by the LEA).

- Schools employed employees are not covered by our April 2010 implementation, the timescales for schools Single Status implementation is subject to separate discussions.

For further information as to how Single Status may affect you, please contact your departmental HR representative.

How does Single Status fit in the council's wider plans and objectives?

Single Status is one of the major change programmes for the Council, and part of the transformation programme Changing the Way Derbyshire Works. It will modernise our pay and grading structure and also modernise and harmonise terms and conditions of employment. The job evaluation exercise has given us a lot of information about our jobs and organisation structures and highlighted opportunities to improve our organisation design.

The new job families and role profiles will in the future be linked to our competency framework and will allow you and managers to compare jobs within, and across, job families and potentially develop the necessary skills and experience needed to move jobs and effectively plan your career within the council.

When will the new arrangements come into force?

From 1 April 2010. This is a challenging timescale given where we are now and we are still in consultation with the trades unions and hope to reach a collective agreement. However in order to enable implementation in April 2010 we need, at this stage, to ask you individually to agree to vary your contract of employment in case we do not reach a collective agreement.

How much will this cost the Council?

The Council has made provision for up to an additional £12 million per annum to pay for Single Status. This includes £2.5 million per annum saving from the Derbyshire Package and so represents a net additional pay bill of approximately £9.5 million per year. The actual costs have exceeded these figures with an additional £6M one off costs being met from the Council's reserves and an additional £600K per annum being made available from revenue budgets.

How is the Council able to pay for this and how much has been budgeted for it?

The Council has been aware of the broad requirements of Single Status since 1997 and has built the additional monies needed into its future budget estimates.

What is the impact on future employment within the Council?

We are committed to providing high quality services for local people and recognise the contribution its employees make in delivering these and this will not change as a

result of Single Status. We are anxious to ensure that any new pay and grading arrangements adopted will not compromise our ability to maintain this commitment and to continue to provide value for money.

If you have further questions please contact the SSC Helpline on

Internal : extension 35525

External : 01629 535525

Email : single.status@derbyshire.gov.uk