



AGENDA ITEM 2

CENTRAL SCOTLAND VALUATION JOINT BOARD

Subject: IMPLEMENTATION OF SINGLE STATUS
Meeting: CENTRAL SCOTLAND VALUATION JOINT BOARD
Date: 17TH JUNE, 2011
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1. INTRODUCTION

- 1.1 The purpose of this report is to keep the Board advised of progress in the implementation of Single Status, a national agreement reached in 1999 and implemented by Councils across Scotland at various times since then.

2. PROGRESS

- 2.1 The Assessor is reaching completion of the Single Status exercise, which has involved discussion and agreement with individual staff holding various posts within the organisation. Twenty-two different posts have been reviewed and the results have helped to arrive at a new pay model. Part of the exercise is a review of terms and conditions of service.
- 2.2 We have used expertise from Clackmannanshire Council to evaluate jobs and to help produce a pay model. The model is designed only for Valuation Joint Board staff and is not dependent on any model used by our constituent Councils. The proposals for terms and conditions will be tailored to the specific needs of the Assessor's office but will remove existing unfair anomalies.

3. PAY MODEL

- 3.1 The Job Evaluation process has been completed and a pay model has been calculated. This pay model has produced a small number of posts which will be red circled, that is a reduction in salary, but the individual in the posts will be retained on the existing salary, protected for three years. The vast majority of staff will be either white circled, that is within less than 1% above or below existing salary or will be green circled, that is receive an increased pay.

- 3.2 Any reductions will not be effective for the individual in post for three years and any increases will be paid from the implementation date later this financial year. The model produces an increase to salary costs over the three years but the overall increase in budget is estimated to be within the allowance made in the 2011/12 budget for single status.

4. NEXT STAGE

- 4.1 The next stage will be to present the pay model to staff and staff representatives along with proposed terms and conditions, allowing at least 90 days consultation before implementation. There will also be an appeal stage involving a panel with independent representation. Details of the appeal process will be discussed with staff as part of the consultation process.

5. RECOMMENDATIONS

It is recommended that the Valuation Joint Board note this Report.

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Assessor/ERO