

Argyll and Bute Council: Equality and Socio-Economic Impact Assessment

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| Title of Proposal |
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| Consolidation of the SLG Living Wage and modernisation of LGE pay and grading structure and employment deal. |
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| Intended outcome of proposal |
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| To present options giving alternative, cost effective ways to consolidate the Scottish Local Government Living Wage (SLG Living Wage) into Argyll and Government Employee (LGE) pay and grading structure and ways to modernise the current employment deal to the Policy and Resource committee in February 2020 with the preferred proposal being approved by Council in 2020 and being implemented by April 2021. |
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| Description of proposal |
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There is an agreement between CoSLA and Joint Trades Unions to consolidate the SLG Living Wage into council pay scales by April 2021. In order to implement this agreement, the Living Wage Consolidation project was set up in October 2018 to develop a variety of options giving alternative, cost effective ways to consolidate the SLG Living Wage into Argyll & Bute

The project also took the opportunity to review the current employment deal (salary, employment contract, conditions of service, training and learning opportunities, employee benefits and working arrangements) which has been in place since 2008 to ensure that it continues to meet the needs of a transforming council and a modern workforce.

The purpose of this report is to present three proposals for consideration with a view to implementing the preferred proposal in April 2021.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes

Corporate Outcomes:

Our Economy is diverse and thriving
People live active, healthier and independent lives

Business Outcomes

BO117: We encourage creativity and innovation to ensure our workforce is fit for the future

Agreed Priorities (2018-2022 Corporate Plan):

We are an employer of choice
We ensure there are homes for all, we tackle poverty and build opportunity

This will be achieved by increasing the basic pay for employees currently receiving the Living Wage Supplement to lift out of the Living Wage zone.

In addition, Proposal C would also introduce changes which would modernise the current employment deal and have a positive impact on the wellbeing of the workforce.

Lead officer details:

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| Name of lead officer | Carolyn McAlpine |
| Job title | HR & OD Manager |
| Department | Development & Infrastructure |

Appropriate officer details:

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| Name of appropriate officer | Jane Fowler |
| Job title | Head of Customer Support Services |
| Department | Development & Infrastructure |

Sign off of EqSEIA



Date of sign off

22/05/2020

Who will deliver the proposal?

An implementation plan will be drawn up by the project team should this be the preferred option. Implementation will be led by HR&OD, with input from service managers and JTUs as required.

Consultation / engagement

The following consultation/engagement activities have been undertaken during the development of the proposals and informed the content of the final costed options report:

Input from the Project Steering Group December 2018 – September 2019. The steering group membership is drawn from service managers, HROD managers, strategic finance and TU officials.

Professional input from an Independent Equalities consultant with specialist

knowledge of local authority pay and grading structures and conditions of employment.
 Professional input from HR&OD Managers and Strategic Finance
 Feedback from COSO session 14 June 19
 Feedback from presentation to Elected Members Seminar 17 June 2019
 Results from Employment Deal Survey which ran 3 28 June 2019.
 The survey was on line for networked employees and paper copies were posted to non-networked employees home addresses.
 Completion of the survey was promoted through newsflashes, cascade, team talks and a letter from Joint TUs to their members.
 Feedback from the Employment Deal Results Webinar for TU Officials July 2019
 Feedback from presentation to COG meeting 12 August 2019
 Feedback from HR/TU Liaison Meeting 28 August 2019
 Feedback from Policy Leads SMT meeting on 3 October 2019, 21 January and 5 May 2020
 Discussions with JTUs on the 15 and 22 of October 2019 and 17 March and 11 May 2020. SMT provided strategic direction at each stage.

In addition, information about the project including the results of the Employment Deal survey, has been placed on the Hub, circulated in Cascade and provided to off line employees via printed material and team talks.

Data

Employee Baseline Data extracted from HR&OD systems
 Costings supplied by Strategic Finance.
 Results of an independent review of current pay and grading model and subsequent models developed undertaken by a specialist consultant.
 Results of a Job Evaluation Regression Exercise undertaken by a specialist consultant.
 Benchmarking exercise on conditions of service with other authorities.
 Employment Deal Survey Results Report July 2019.
 Equal Pay Audit Nov 2018.
 COSLA survey results.

Other information

CIPD network; research articles.
 Advice and input from advice from Senior Management, Strategic Finance, HROD, Service managers and Trade Union representatives.

Gaps in evidence

None known at this time.

| Protected characteristics | Proposal A | Proposal B | Proposal C | Comment |
|---------------------------|--------------|------------|------------|---------|
| | Nega tive | | | |

Trades Union agreement to consolidate living wage by 2021. the CoSLA and Joint

It is anticipated that the gender pay gap will reduce.

The impact on individual services will vary depending on the type of service delivered, the