



Single Status

The Council is working towards implementing a nationally agreed approach by local government employers and trades unions to ensuring all employees have equivalent terms and conditions of employment. The aim is to remove some of the unfair and discriminatory differences present in the terms and conditions of employment of various workforce groups. This Single Status harmonisation will include a review of all terms and conditions of all staff including job evaluation; pay and grading; working time; pay supplements and allowances; leave; business travel etc. This is done with an aim of making things fairer across the workforce.

This Single status project commenced in October 2008 and is still ongoing. Throughout this period, each individual unique role within the Council will be job evaluated. The outcome of these evaluations could be either the grade of the role could go up, stay the same or go down. If the grade goes down, pay protection for a period of 3 years will apply. Within this 3 year period, you would remain on the same salary scale point however, you would receive the cost of living pay rise each year.

If you have any concerns or queries on how this affects a role you are applying for, please contact the HR Unit on 01788 533572/573 for further information.