

## Argyll & Bute Council Branch



**Reply to:** Donald Brown, 38 Drumbrock Road,  
STRATHBLANE, G63 9DQ.

**Tel.:** 01360 770564. **Mobile:** 07770 308062.

**E. Mail:** [donald.unison@btinternet.com](mailto:donald.unison@btinternet.com)

**Date:** 15 October 2007.

Mr. James McLellan  
Chief Executive  
Argyll & Bute Council  
Kilmory  
**LOCHGILPHEAD PA31 8SY.**

Dear Mr. McLellan,

### **IMPLEMENTATION OF SINGLE STATUS / JOB EVALUATION.**

I refer to your letter dated 19<sup>th</sup> September concerning the above subject and would advise you that UNISON, given the proposals outlined, cannot recommend to its members the proposed offer for collective agreement, which we regard as being detrimental to their interests.

In stating the above it should be emphasised that UNISON's believes:

1. The grading model and core conditions of service do not reflect the spirit of the Single Status Agreement. We believe that the proposals perpetuate inequality and do not reflect a modernisation agenda.
2. The council has not implemented the Standard Working Week of 37 hours for all fulltime employees and in doing so is in clear breach of the National Agreement. This action in itself creates a two tier workforce which is again contrary to the Single Status Agreement.
3. The proposals for assimilation do not reflect fairness within a structure which recognises experience.
4. The consultant's report is in a draft format and whilst it reaches conclusions we are not clear as the status vis-à-vis a final report.
5. The timetable adopted by the council for consultation with our members is clearly inadequate, given the geographical nature of the

authority. However in stating this, the current proposals have not changed to benefit our members since their original presentation in February for which a mandate was given to UNISON for rejection.

In conclusion UNISON regrets the stance taken by the authority regarding this offer, implementation proposal arrangements and the breaching of agreements both nationally and locally. The position now reached has the resultant affect of UNISON adopting the position of balloting its members in relation to industrial action in pursuance of a fair, reasonable and just settlement.

I trust that you will note the above and obviously would state that UNISON is prepared to enter into further discussions for the benefit of its members, the council and the wider public.

Yours sincerely

Donald Brown  
Chairperson.