



Joint Trade Union Committee Report

Response to Glasgow City Council Proposals

Purpose of Report

This report sets out the Joint Trade Unions' (JTUs) position on Glasgow City Council's proposed Pay and Grading Structure (PGS) and highlights key areas of concern requiring further consideration, discussion and negotiation prior to implementation.

Since 2018, the JTUs have worked alongside Glasgow City Council with the aim of implementing an equal pay compliant pay & grading structure that is fair, sustainable and capable of supporting high-quality public services. The JTUs believe that the proposals put forward to the City Administration Committee (CAC) for approval fall significantly short of this aim.

The JTUs have grave concerns over the level of financial detriment faced by workers, the assimilation & backpay arrangements, and the inadequate pay protection provisions.

Many of the concerns are underpinned by the **urgent need for further significant investment** in the overall pay bill and associated implementation costs.

Pay and Grading Structure (PGS)

The proposed 12-grade model is not representative of the JTU preferred position.

Throughout the modelling process, the JTUs engaged constructively, putting forward alternative suggestions and proposed refinements. While some amendments were made, the final model does not adequately address concerns raised regarding employee detriment and the distribution of outcomes across the workforce.

In particular:

- A significant number of employees continue to face substantial financial detriment.
- The scale of losses for certain groups of workers is unacceptable.

- Lower-paid roles appear disproportionately affected when compared with higher graded posts. The overall package demonstrates – grades A-E – represents 1637 red circles while grades F-L represent 351 of red circles.
- This is only for primary benchmark job roles therefore the number and depth of detriment is not an accurate overall picture for the full workforce.
- The initial data from secondary benchmark evaluations indicates significant detriment for workers in this cohort under the proposed structure
- The proposed structure risks creating recruitment and retention challenges in key frontline services upon which Glasgow's citizens rely.
- Given phased implementation is proposed by the council, the CAC are being asked to set in stone proposals where outcomes will be variable. This structure in its current form is not acceptable and creates an imbalance and further risk for job categories with no confirmed outcomes yet.
- The model is incomplete, as an 'executive director' pay structure has yet to be produced.
- The overall gender pay gap is reduced by 0.6%. However, it is far more evident at lower grades (B - 2.2%, C - 5.0%, D – 4.7%)

The JTU position is that the structure does not deliver a fair outcome for all employees and further significant investment is urgently required.

PGS Design Assessment Concerns

The Trade Unions have concerns regarding the proposed grade design when compared with other SJC-based grading structures.

Key concerns include:

- The relatively large grade spans within the proposed model.
- The potential for lower-paid workers to remain at lower earnings levels for extended periods.
- Reduced opportunities for employees to be recognised financially when additional responsibilities emerge.
- Increased risk of 'job creep' where duties expand without corresponding reward.
- Questions regarding whether the weighting of SJC factors has been appropriately reflected within the final design.

See Appendix 1 for more information

Secondary Benchmark and Unique Jobs

There are currently 275 Secondary Benchmark and circa 1000 Unique job roles in Glasgow City Council. If the proposed 12 Grade Pay and Grading Structure is approved, this finalises the core pay for all jobs.

The evaluations for these roles are incomplete. However, initial evaluation scores have been produced for Secondary Benchmark jobs:

- As it stands, over 60% of Secondary Benchmark jobs will be in detriment on their core pay
- The depth of this detriment is severe
- Lower paid workers are disproportionately impacted
- It is likely that scores will change for many jobs. However, primary benchmark consistency checking shows whilst most job scores changed, under the proposed structure most of those changes did not result in a change in grade and their core pay did not change.

See Appendix 2 for more information

Phased Implementation

The JTUs remain firmly opposed to phased implementation and have consistently articulated concerns regarding the risks and implications of this approach.

Issuing outcomes to approximately 80% of employees without confirmation that their evaluations will remain stable following secondary and unique job assessments presents significant operational and reputational risk

Furthermore, there is currently insufficient clarity on how key elements of the implementation will operate in practice for each job group, including:

- **Assimilation:** The method by which assimilation will be applied consistently and equitably across all job categories.
- **Pay Protection:** The practical application of pay protection arrangements for each cohort.
- **Appeals:** The process for managing appeals, particularly where secondary and unique job evaluations may subsequently affect primary benchmark scores.

Moreover, phased implementation increases the potential for future litigation, particularly if additional comparators emerge during later phases of evaluation. This risk is amplified by the absence of confirmed outcomes for all job categories at the point of implementation.

The JTUs previously requested details of what risk analysis the council had undertaken for phased implementation, but this was not provided.

Consistency in approach

The JTUs have concerns in relation to the consistency of the manner in which the Scottish Joint Council (SJC) scheme is being applied and implemented.

- Secondary Benchmark and Unique jobs are being evaluated differently from Primary Benchmark roles
- Uncertainty over ongoing Independent Technical Advisor (ITA) support

The JTUs believe that an ITA is a fundamental requirement to ensure a fair, consistent and objective application of the scheme and the importance of this role was outlined and agreed at the beginning of the job evaluation process. The JTUs intend to seek advice in relation to our ongoing involvement in the absence of an ITA.

Arrears

The JTUs are concerned by the Council's revised position in respect of arrears.

Previous Council documentation stated that gains would be backdated to 15 October 2023 for all green-circled employees, including leavers and retirees. The JTUs believed this position to be agreed and were therefore disappointed to note a change in the position presented in the proposals.

The revised position creates uncertainty for employees and risks undermining previous understandings reached during negotiations.

The JTUs position remains that all workers who have been underpaid since October 2023 are fully recompensed for this period.

Pay Protection

The proposal for six months pay protection is wholly inadequate and will leave workers in serious financial difficulty. The average detriment for the total workforce is around 3%, but using an average figure hides the reality of the impact this proposal will have on workers and their families.

- 11% of the workforce are facing a level of detriment
- 15% of workers in Grade C (Max Salary £28,012) will be in detriment
- 23 % of workers in Grade D (Max Salary £30,090) will be in detriment
- Female workers account for 60% of all red circles

- There are employees losing over £10,000 – 89% of whom are women

(These figures are in relation to Primary Benchmark Jobs only)

Furthermore, current NSWSP arrangements will cease for all employees in April 2027. This could potentially result in detriment for workers in the Secondary and Unique cohorts due to an initial reduction in NSWSP payments, and further detriment later once evaluations are completed and implemented. It is unclear how this will be applied or how it could be applied in a fair and consistent manner.

There is no evidence that adverse equality issues have been identified or mitigated.

Assimilation

The JTUs do not believe sufficient consideration has been given to the implications of phased implementation on assimilation arrangements.

Concerns include:

- Potential inconsistencies between employees assimilated in different implementation phases;
- The risk of creating two-tier or three-tier workforce arrangements;
- Employee perceptions of unfairness where individuals performing comparable roles receive different outcomes depending on implementation timing; and
- The absence of a completed Equality Impact Assessment examining these risks.

Further clarity is required to understand the potential risks associated with this.

Allowances

Unsociable Hours

The JTUs remain of the view that the proposed unsociable hours payments of 3.5%, 7.5% and 12.5% do not adequately compensate employees for working unsociable hours.

Specific concerns include:

- Using a % calculation for allowances based on core salary disproportionately effects low paid workers.
- The proposed unsociable hours window remains unacceptable. The current proposal is Employees will be eligible to receive an unsociable hours' allowance where they are contracted to work outside of the sociable hours window (6am to 8pm) Monday to Friday). For example cleaners and social care workers are likely to work these hours which results in low paid women being forced into detriment. The JTUs have been clear, 8am-6pm would be acceptable.

- The compensation offered does not properly reflect the impact of working unsociable hours and the safety risks this carries. Women working early in the morning and late at night, limited public transport which incurs higher travel costs etc.
- Female-dominated workforces, particularly in cleaning, catering, social care and similar services, are disproportionately affected.
- Council modelling demonstrates that changes to allowance arrangements have resulted in some employees being moved from green-circled to red-circled status, including workers in claimant roles.
- The councils proposed allowances therefore risk creating financial detriment for workers who would otherwise have received gains through job evaluation outcomes.

The JTUs believe a fair, robust allowance model that accurately and adequately reflects the reality of the demands workers meet daily is required.

Overtime Rates

The JTUs believe that the overtime proposals do not adequately compensate workers for work beyond their normal contractual hours, which often impacts on family life.

Specifically:

- Employees who are required to work on public holidays should have a fair choice in how they are compensated, whether that is Double Time plus Time Off in Lieu (TOIL) or Triple Time payment.
- Service staffing pressures often make it difficult for employees to utilise TOIL arrangements in practice.
- The current overtime provisions are seen as outdated and inconsistent with the Council's aspiration to remain an attractive employer. It is shameful that Glasgow City Council continues to pay non contractual overtime at Time and a Third in circumstances where most other Scottish local authorities offer Time and a Half.
- Workers with multiple contracts cannot access enhanced rates. This is predominantly low paid female workers.

Public Holidays

While The JTUs support retention of existing public holiday entitlements, it remains our position that public holiday arrangements were not discriminatory and should not have formed part of the Equal Pay Programme discussions.

Annual Leave

The JTUs support retention of current annual leave provisions.

However, it remains our position that annual leave entitlement is not a discriminatory contractual term and should not have been subject to review as part of the Equal Pay Programme.

Hours of Work

The national JTUs position continues to support the introduction of a 35-hour working week with no detriment across Scottish local government.

This position has consistently been reflected within negotiations at national and local levels and remains the Trade Unions' preferred position.

Equality Impact Assessment

The JTUs have significant concerns regarding the approach being taken to the Equality Impact Assessment (EQIA).

While the Council has advised that an outline contents template has been shared, this does not constitute the comprehensive EQIA required for a programme of this scale, complexity and risk.

Trade Union concerns include:

- The absence of meaningful joint consultation on the EQIA process.
- Concerns surrounding governance and ownership of the assessment.
- The Council's acknowledgement that initial work required further development.
- Lack of opportunity for Trade Unions to contribute to the parameters and scope of the assessment.
- Concerns regarding the independence and robustness of future assessments.
- Concerns regarding the council's decision to appoint BDO Ltd to complete a further Equality Impact Assessment – the reputation of this company does not meet the Joint Trade Unions expectations, policies or principles.
- The considerable legal, financial and reputational risks associated with reliance upon an inadequate EQIA.

The JTU are gravely concerned that no detailed Equality Impact Assessment has yet been provided explaining how pay protection arrangements would operate in practice, particularly where implementation is phased. There remains insufficient evidence to demonstrate that the proposed arrangements will avoid adverse equality impacts.

Future Litigation Risks

The JTUs have highlighted parts of this proposal which push female dominated roles into detriment – this will result in further claimants and larger settlements required due to the gaps between claimant and comparators. The JTUs must reiterate our concerns regarding the risks associated with phased implementation and the potential for legal challenge. Should you decide to progress with this course of action, the JTUs position is that full responsibility and accountability for any resulting consequences will lie entirely with the employer

Summary

The Joint Trade Unions call on the Committee to:

1. Act on the concerns outlined within this report.
2. Invest more money into the implementation of a fair pay model and allowances package, seeking more funding from the Scottish Government if required.
3. Insists on the council and trade unions to engage in further negotiations on the pay and grading structure and all other elements which make up the total pay package – to note this can only be possible when significantly more money is secured and invested
4. Requires completion of a comprehensive Equality Impact Assessment, with meaningful Trade Union engagement, prior to implementation decisions.
5. Notes the Trade Unions' continued commitment to achieving a fair, sustainable and equal pay compliant outcomes for all employees.