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Dear Mr Duffield

New Pay and Grading System

I am writing on behalf of UNISON members employed by the City of London in response to the consultation on the above proposals.

We have the following concerns and would be grateful for your response to them:

Transferring to the new scale – where a salary may fit more than one new grade.

- JE placements: These details will be sent out in July. This consultation is therefore too early to deal with concrete results of changes
- In respect of Job Evaluation, members are extremely sceptical about its probity - they are aware that bench-marking has not been finished, but that departments are already doing matching exercises.

Performance related pay (contribution and unconsolidated increments)

PRP militates against single status (harmonisation), equality and lowers morale

- This is the firmly held view of UNISON members, based on analysis of many attempts to impose PRP on public service operations
- Members are concerned that line managers will earn performance elements on the strength of subordinates' efforts, or may victimise subordinates if they fail to have performance elements awarded.
- The objections to PRP (almost 50% of the UNISON response to the branch was on this topic, nearly all from staff who will *not* be directly affected by performance elements) will inevitably be reflected in employees' views on Investors In People.
- One particular concern is the issue of secrecy, the example given being the case of 2 people doing comparable jobs with a common output, now suspicious of one being better paid than the other.
- Another concern is the effect of unconsolidated pay on our final pay pension scheme. *How will staff approaching retirement be protected against downward fluctuation in their final pay?*
- It is also suggested by some members that the new system is inherently more difficult to administer and prone to red tape than the old, despite your declared initiative to eliminate red tape.

Structure

- *If the rationale of the changes include eliminating overlapping grades, why do the new scales G,H and I overlap? This appears to be an inconsistency of method and to reveal the possibility of some ulterior principle.*
- *Can you confirm that the procedure for progressing through increments is performance management and that it includes an appeal mechanism?*
- *If new performance management training is to be rolled out to all appraisers over time, will it mean appraisees will be delayed in receiving increments until their appraiser has been trained?*
- *How do the new scales support career development?*

Budget for implementing scheme

- *Will you confirm that a finite amount has been set aside to allow a specific percentage of eligible staff to win bonuses, whatever their individual merits? Members have information that this percentage is 20% of eligible staff.*
- *What are the origins of the “savings from the last two pay awards” and what do they amount to?*
- *How will the City compensate staff for the 3 month delay in awarding the annual settlement?*

Protection

- *Will every member of staff receive a cost of living increase this October?*
- *Members are concerned that under protection they will nevertheless lose in respect of their pension entitlement.*

London weighting

- *What is intended in respect of this allowance?*
- *What are the other allowances to be reviewed?*

I look forward to receiving your response to these concerns.

Yours sincerely,

Malcolm Key
Branch Secretary