

## WRITTEN STATEMENT OF A KEY DECISION CABINET

<b>ITEM:</b>	<b>SINGLE STATUS/JOB EVALUATION</b>
Members Present:	Councillors RJ Phillips, GV Hyde, PJ Edwards, Mrs JP French, RV Stockton, DB Wilcox, RM Wilson.
Date of Decision:	4th Nov 2004
Exempt:	Yes
This is a key decision because It is likely to result in the Council incurring expenditure above agreed budgets for the service or function (shown as a line in the budget book) to which the decision relates but allowing for virements between budget heads and savings within budget heads of up to £500,000	
The item was included in the Forward Plan	
Purpose:	To agree arrangements to implement the Single Status Agreement and introduce new terms and conditions of employment (including pay and grading) for all Herefordshire Council employees employed under NJC conditions.
<b>Decision:</b>	<b>That</b>  <b>(a) the Council continue to make every reasonable effort to conclude a Collective Agreement with the Joint Trade Union Committee that maintains the financial benefits to staff arising from the implementation of any such proposals from 1 April 2005 and notes the forthcoming meeting on 15 November 2004; and</b>  <b>(b) the officers be authorised to take any consequential action necessary to conclude the implementation of the Single Status Agreement.</b>
Reasons for the Decision:	To introduce a set of terms and conditions which will apply to employees employed under NJC for Local Government services conditions within parameters which the Council can afford without creating the need for redundancies and with a protection scheme to ameliorate the impact on individual employees.
Options Considered:	N/A
Declaration of Interest:	None
Date the key decision is due to take effect:	12 November 2004

<b>RJ PHILLIPS</b> .....	Date:.....
<b>LEADER OF THE COUNCIL</b>	

<b>To be completed by officer:</b>	
Date consent received from Chairman of Scrutiny Committee:	
Subject to Call-in:	No
If yes was the decision modified?	N/A
If yes Cabinet Member (.....) decision reference:	N/A
Date original decision took effect:	4th Nov 2004