

# JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

21 November 2002

**To: Chief Executives  
Council Members  
MSO/SSO**

## **JOINT NEGOTIATING COUNCIL CIRCULAR NO. 84**

### **SINGLE STATUS AGREEMENT**

The following agreement was approved by the Joint Negotiating Council at its meeting of Friday 15 November 2002.

#### **1. Job Evaluation**

Implementation of the Greater London Provincial Council (GLPC) Job Evaluation Scheme. It is understood that such implementation will include and acknowledge:

- a)** In parallel with the scheme's urgent application, a request to the Equality Commission NI to comment upon the scheme within an equality context. Such comments to be considered by the Joint Negotiating Council (Joint Secretaries).
- b)** While the GLPC scheme will be the scheme for single status, it is agreed that the national scheme will remain open to implementation, as an alternative, only if serious problems are identified by the process at a) above.

The appeal process for the scheme will conclude with an independent stage (ie a three-person panel chaired by an independent arbitrator).

Effective date of regrading as a result of the job evaluation process for former manual posts will be 1 January 2002.

It will remain open to the Joint Negotiating Council to review this effective date for a specific group if the parties are agreed that implementation has identified a concern that an adverse impact regarding equal pay may have arisen.

This agreement is unique to Northern Ireland and should not therefore be used to promote the GLPC Scheme elsewhere in the United Kingdom.

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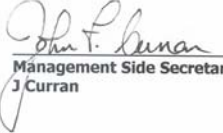
**2. Reduction in the working week**

The working week shall be reduced to 36 hours for **all** staff (former AECP&T and A&G) with effect from 1 April 2003.

The practicalities of implementing the 36 hour working week will be a matter for local agreement. However in the event of a failure to agree the matter will be referred to the Joint Secretaries of the JNC.

**3. Alteration to Pay Arrangements**

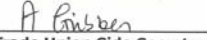
Management may revise or alter pay arrangements including methods of pay for staff e.g. payment periods, for a period of three years from the signing of the agreement, subject to appropriate local consultation.

  
Management Side Secretary  
J Curran

  
Trade Union Side Secretary  
T Wright

  
Trade Union Side Secretary  
J Donaghy

  
Trade Union Side Secretary  
A Elliott

  
Trade Union Side Secretary  
A Gribben