

LONDON BOROUGH OF CROYDON

ADDENDUM TO THE SINGLE STATUS COLLECTIVE AGREEMENT

1. Introduction

- 1.1 This document is an addendum to the Single Status Collective Agreement reached between Croydon Council and the recognised trade unions Unison, General Municipal and Boilermakers Union (GMB) and Unite on 19 November 2007.
- 1.2 This addendum has been agreed to clarify issues that have arisen with the implementation of the Single Status Collective Agreement.

2. Implementing Back-Dated Pay

2.1 It is agreed that:

- a) All employees whose grade has increased as a result of job evaluation or whose spinal column point has been abolished will receive back-pay on their basic pay with effect from 1 April 2007 (or from their start date in post if this is later than 1 April 2007). These employees will also receive back-pay on their pre-Single Status allowances and enhancements that are linked to basic pay, based on their new spinal point (see paragraph 2.1(b) for exclusions)
- b) The following pre-Single Status allowances and enhancements are excluded from paragraph 2.1(a):
- Nursery nurse special allowance
 - School caretakers bonus
 - Highways DSO bonus
 - Parking enforcement bonus
 - Composting bonus
 - Child protection allowance
 - Market supplements/plusage
 - Contractual overtime where the overtime has not been worked

The amount of these allowances and enhancements paid to the employee for the period 1 April 2007 to 31 March 2008 will be deducted from the back-pay due on basic pay. Should the amount of such a deduction exceed the amount of back pay due, the Council will not seek to recover the excess.

- c) All pay enhancements and miscellaneous allowances not linked to basic pay will continue at the pre-Single Status rate until 31 March 2008 and then

cease. This applies to all employees, irrespective of whether their grade has stayed the same, gone up or gone down.

- d) The new premium rates of pay for non-standard hours working and miscellaneous allowances, introduced through the Collective Agreement will apply with effect from 1 April 2008.

2.2 The implementation date for all other aspects of the Collective Agreement remains as 1 April 2007.

2.3 Any employee who can show that they have suffered a substantial detriment as a result of the changes to the Collective Agreement mentioned in paragraph 2.1 above, has the right to appeal to the Director of Human Resources and Organisational Development.

3. Compensatory Back-Pay

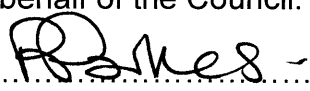
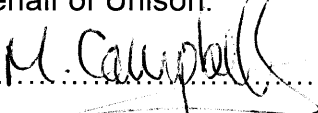
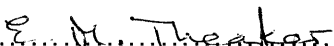
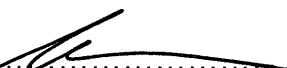
3.1 When calculating compensatory back pay in accordance with the "ready reckoner" in Appendix 2 of the Collective Agreement, it is agreed that calendar days may be used instead of years.

4. Night and Weekend Working

4.1 Employees on annual leave are entitled to receive night and weekend working enhancements for their contracted working hours.

5. Equality Impact Assessment

5.1 The Council commits to undertaking an equality impact assessment, once the implementation of the Single Status Collective Agreement is complete.

For and on behalf of the Council: Signature:  Name: Pamela Parkes, Director of Human Resources & Organisational Development Date: 8 July 2008	For and on behalf of Unison: Signature:  Name: Malcolm Campbell, Corporate Staff Side Lead Date: 8 July 2008
For and on behalf of GMB: Signature:  Name: Eileen Theaker, Corporate Staff Side Lead Date: 8 July 2008	For and on behalf of Unite: Signature:  Name: Kevin Simmons, Corporate Staff Side Lead Date: 8 July 2008