

JOINT CONSULTATIVE COMMITTEE

FAIR PAY – REVIEW OF ANNUAL LEAVE ENTITLEMENT

2nd December 2008

Report of Human Resources Manager

PURPOSE OF REPORT

To advise Members of the Joint Consultative Committee of discussions and management proposals with regard to harmonisation of annual leave, and the possibility of introducing holiday entitlement linked to good attendance, and to enable the JCC to consider any recommendations to be put to Personnel Committee.

RECOMMENDATIONS

- 1) That any proposals in respect of holiday entitlement be referred to the Personnel Committee for consideration in conjunction with the new pay and grading structure.

REPORT

As part of both the Single Status Agreement 1997 and the Pay and Grading Review, there is an undertaking to review all aspects of pay and benefits and to harmonise these where appropriate.

The opportunity has therefore been taken to review the annual leave entitlement, and a copy of the management Review Document is appended to this report. This was discussed at the Single Status meeting on the 13th November 2008, when management confirmed that their preferred option was option 2, which would harmonise all basic holiday entitlements at 26 days plus 8 statutory days.

The Review Document also sets out options to link part of the holiday entitlement to good attendance.

The JCC is requested to consider the proposals and to make recommendations to the Personnel Committee.