

## Lancaster City Council Fair Pay Project - Revised Timetable

Activity / Event	Date
Stage 1 appeals completed.	<b>21<sup>st</sup> August 2009</b>
Review the Outcome of Stage One Appeal, Evaluate the impact of the outcomes on the proposed pay & Grading Structure	<b>7<sup>th</sup> September 2009</b>
Commence formal Consultation with recognised Trade Unions Present Draft Fair Pay Package to Trade Unions	<b>8 September 2009</b>
Present Proposed Fair Pay Package to Joint Consultative Committee (Part of the ongoing consultation process).	<b>30 September 2009</b>
Briefings to all staff on the Fair Pay Package (Multiple Events at Various Locations). Dates, Time & Locations to be agreed with Service Heads.	<b>21 September 2009 to 5 October 2009</b>
The Proposed Fair Pay Package and Pay & Grading Structure presented to Cabinet	<b>6 October 2009</b>
The Proposed Fair Pay Package and Pay & Grading Structure presented to Personnel Committee.	<b>13 October 2009</b>
Formal Offer made to the recognised Trade Unions	<b>16 October 2009</b>
Aim to secure agreement from the recognised Trade Unions	<b>30 November 2009</b>
Notify all staff of Fair Pay Package and How this impacts on them individually	<b>1- 4 December 2009</b>
Commence Stage Two Appeals Process	<b>7 December 2009</b>
Aim to complete all Stage 2 Appeals	<b>31 March 2009</b>
Implementation of Fair Pay Package and New Pay & Grading Structure	<b>1 April 2010</b>
Employees paid on new grade	<b>15 April 2010</b>