

Information on Negotiations



Topic	Glasgow City Council Starting Position	GMB starting Position	Final Position following intensive negotiation
Job Evaluation	SJC scheme – used by 29 other Local authorities	SJC scheme, robust scrutiny, transparency and appeals procedure	SJC evaluation scheme is used by other local authorities and has never been successfully challenged in an employment tribunal. While we recognise on the most part the scheme has been applied correctly to many roles, we have been fully involved in challenging incorrect application of the scheme. GMB continue to ensure robust appeals procedures are in place to allow members to challenge the scheme where they think it has been incorrectly applied or information omitted.
Pay Structure	The Council proposed a 10-grade model that would result in roles clustered around lower grades and would disproportionately benefit higher grade roles. This also resulted in higher levels of detriment.	GMB's position was that the 10-grade model on offer was unacceptable. GMB's preferred model was a 12-grade model which in practice spread any detriment across all earnings levels not just predominantly the lower grade roles. Our preferred 12-grade model demonstrated that more workers would	The council made slight amendments to the pay structure by adding 2 grades which made some positive changes but did not result in the level of changes we were seeking.

		have moved into green circle and red circles would have reduced.																			
Arrears	• Providing backpay for all green circled roles. Any pay increases due to White Circled positions (assimilation costs) will not be backdated on the basis that the new PGS implementation date is April 2027. • Backdating these costs to 15 October 2023, in line with previously agreed commitments. • This backdating will include core pay and contractual overtime. Any gains resulting from the change in allowance system will not be backdated.	Backpay for anyone who has gained in core pay to 15th October 2023 Backpay should include overtime Backpay for employees who have left the council and have any entitlement from 15th October 2023 until their date of termination/retirement Backpay should be at the top of the grade increment from October 2023, based on length of service.	Backpay in core pay for anyone who has gained in core pay, even for members who are in overall detriment due to allowances reduction. Backpay will now include overtime worked between October 2023 and April 2027. Backpay has been secured for members who have left the employer post October 2023. Backpay will be paid on a progressive basis as though members have worked through the increments since October 2023 which is a substantial improvement from the Councils original position. The above has resulted in the further £110 million secured through negotiations. GMB have pointed out the Equal Pay risk to the council of not paying backpay based on employee's placement of the spinal column points reflecting their length of service as can be demonstrated below. <table><tr><td>Year</td><td>Female Dominated Claimant Role</td><td>Male Dominated Equivalent Role</td></tr><tr><td>2023</td><td>E1</td><td>E5</td></tr><tr><td>2024</td><td>E2</td><td>E5</td></tr><tr><td>2025</td><td>E3</td><td>E5</td></tr><tr><td>2026</td><td>E4</td><td>E5</td></tr><tr><td>2027</td><td>E5</td><td>E5</td></tr></table> This can be avoided if the Council agreed with GMB's position on backpay - either way, we will continue to fight to ensure members receive what they are owed - the outcome of the ballot will not change GMB's willingness or ability to fight for you - it	Year	Female Dominated Claimant Role	Male Dominated Equivalent Role	2023	E1	E5	2024	E2	E5	2025	E3	E5	2026	E4	E5	2027	E5	E5
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			was always part of this process that negotiations will take place for any legitimate residual equal pay settlements, the outcome of any ballot cannot and does not change that.																																									
Pay Protection	12 months		12 months is not adequate given the depth of detriment and the detriment affecting both male and female dominated job roles	Following additional funding secured – 3 years pay protection from April 2027 to April 2030.																																								
Overtime	<table><tr><th>Category</th><th>Existing Rate</th><th>Proposed Rate</th></tr><tr><td>Contractual</td><td>Time and a Half</td><td>Plain Time</td></tr><tr><td>Up to 37 Hours p/w</td><td>Plain Time</td><td>Plain Time</td></tr><tr><td>Over 37 Hours p/w</td><td>Time and a Third</td><td>Plain Time</td></tr><tr><td>Short notice</td><td>Time and a Half</td><td>Plain Time</td></tr><tr><td>Rest/free day</td><td>Time and a Half</td><td>Plain Time</td></tr><tr><td>Public holidays</td><td>Double Time plus TOIL</td><td>Double Time</td></tr><tr><td>Exceptional circumstances</td><td>Double Time plus TOIL or Triple Time</td><td>Double Time</td></tr></table>	Category	Existing Rate	Proposed Rate	Contractual	Time and a Half	Plain Time	Up to 37 Hours p/w	Plain Time	Plain Time	Over 37 Hours p/w	Time and a Third	Plain Time	Short notice	Time and a Half	Plain Time	Rest/free day	Time and a Half	Plain Time	Public holidays	Double Time plus TOIL	Double Time	Exceptional circumstances	Double Time plus TOIL or Triple Time	Double Time		GMB were clear that overtime should not be levelled down to address inequalities and should be levelled up. In other words – all overtime should be time and a half and public holidays, and exceptional circumstances should remain as is. GMB advised overtime provision should be extended to any ALEO employees (e.g. Glasgow Life)	<table><tr><th>Category</th><th>Existing Rate</th></tr><tr><td>Contractual</td><td>Time and a Half</td></tr><tr><td>Up to 37 Hours p/w</td><td>Plain Time</td></tr><tr><td>Over 37 Hours p/w</td><td>Time and a Third</td></tr><tr><td>Short notice</td><td>Time and a Half</td></tr><tr><td>Rest / free day / Sunday</td><td>Time and a Half</td></tr><tr><td>Public holidays</td><td>Double Time plus TOIL</td></tr><tr><td>Exceptional circumstances</td><td>Double Time plus TOIL or Triple Time</td></tr></table> Through negotiations we have fought off the Councils attempt to attack your overtime rates. It was also agreed that these provisions will include employees of ALEO's.	Category	Existing Rate	Contractual	Time and a Half	Up to 37 Hours p/w	Plain Time	Over 37 Hours p/w	Time and a Third	Short notice	Time and a Half	Rest / free day / Sunday	Time and a Half	Public holidays	Double Time plus TOIL	Exceptional circumstances	Double Time plus TOIL or Triple Time
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	As can be seen above, the Councils position was an unfair reduction of all overtime rates.		
Public Holidays	Currently receive 12.5 public holidays Reduce to 6 public holidays: • 1st January • 2nd January • Good Friday • Easter Monday • Christmas Day • Boxing Day	GMB were clear no reduction to public holidays and we should not be discussing this as it is not a discriminatory term. Members have childcare and access to public holidays are important to manage personal circumstances This also affects members who work overtime – reducing public holidays reduces public holiday additions to pay GMB advised public holiday provision should be extended to any ALEO employees (e.g. Glasgow Life)	Glasgow City Council agreed to leave public holiday entitlement and remain as current arrangements of 12.5 public holidays per year. It was also agreed that these provisions will include employees of ALEO's.
Annual Leave	Additional 6.5 days A/L and reduce public holidays	GMB were clear annual leave remains untouched unless it is being increased. We should not be discussing this as it	Glasgow City Council agreed to leave annual leave entitlement and remain as current arrangements.

		is not a discriminatory term. The council tried to sell this as additional holidays – it is not additional holidays it is the public holidays they were planning to remove – no employee would gain from this – employees would only lose by no guarantee of public holiday leave being approved and less chance to get paid higher rates when working on public holidays.	
Hours of Work	Retain 35- and 37-hour contracts, and consider contracts up to 39 hours per week	GMB refused to accept introducing a 39-hour week contract as this was the council's way of trying to cease paying job holders for contractual overtime at time and a half and instead pay them at plain rate. Moving to a 35 hour only contract was explored however we spoke to members on 37 hour contracts who	Retain 35hr and 37hr contracts as is currently

advised they felt this could risk them losing hours which may cause detriment.

This would also reduce the need for overtime which some lower paid workers rely on to pay bills.

Allowances

Allowance Category	Option	Rates	
Unsociable Hours	1 (Alternative)	- Between 1-20% of working time (3.5%) - Between 20-40% of working time (7.5%) 40% or more of working time (12.5%) - Constant nightshift (25%)	
Split Shifts	2	£108 per pay period for a full-time employee.	
Standby	1	Standby Period	Rate
		Complete Week	£114.47 per week
		Monday – Friday	£11.41 per day
		Saturday	£33.12 per day
		Sunday	£33.12 per day
		Public Holidays	£21.52 per day
Variable/Additional Hours	1	Variable/additional hours will be paid in line with overtime arrangements.	
37 Hours	1	Any hours worked over 35 hours are paid at plain time/in line with overtime arrangements.	

Unsociable hours should be a flat rate or 15% of any unsociable hours worked no matter how many unsociable hours are being carried out. An alternative put forward was to have the enhancements increased to 5%, 10% and 15%

Nightshift should be an allowance in its own right and not measured in proportions of working time and 25% is too low to recompense for nightshift working.

Split Shifts should see an increased rate to what is currently paid

Allowance Category	Option	Rates								
Unsociable Hours	1 (Alternative)	Employees will be eligible to receive an unsociable hours' allowance where they are contracted to work outside of the sociable hours window (6am to 8pm Monday to Friday). The allowance will be paid as a percentage enhancement to the employee's core annual pay. The rate paid will vary from 3.5% to 12.5%, depending on the percentage of an employee's total hours that are worked in the unsociable hours windows (8pm to 11pm on weekdays and 6am to 11pm at weekends). <table><tr><th>Proportion of Working Time</th><th>Enhancement to Hourly Rate</th></tr><tr><td><20% of working time</td><td>3.5% of basic hourly rate</td></tr><tr><td>≥20 but <40% of working time</td><td>7.5% of basic hourly rate</td></tr><tr><td>≥40% of working time</td><td>12.5% of basic hourly rate</td></tr></table>	Proportion of Working Time	Enhancement to Hourly Rate	<20% of working time	3.5% of basic hourly rate	≥20 but <40% of working time	7.5% of basic hourly rate	≥40% of working time	12.5% of basic hourly rate
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Standby should be SJC as a minimum as per other Scottish Local Authorities

Disturbance/Call Out should be SJC as a minimum as per other Scottish Local Authorities

Additional Hours should be paid at time and a half rate

Short Notice should be paid at time and a half for ALL short notice hours worked

Variable Hours should have a reasonable notice period and any variable hours less than reasonable notice should be paid as short notice payments for ALL hours worked at short notice

37 hours is a high threshold for qualifying for any overtime and puts part time staff and staff on certain shift patterns at a disadvantage

Nightshift	1	All hours worked during the nightshift period (11pm to 6am) will attract an enhancement of 33% to the basic hourly rate.		
Split Shifts	2	£108 (2026/27 – £112) (pro-rata for part-time employees) per 4-weekly pay period. This amount will be increased in line with annual pay awards. For 2025-26, the annual amount for a full-time employee is £1,408 (2026/27 - £1,456)		
Standby	1	Standby Period	Rate - 2025/26	Rate – 2026/27
		Complete Week	£114.47 per week	£118.48 per week
		Monday – Friday	£11.41 per day	£11.81 per day
		Saturday	£33.12 per day	£22.27 per day
		Sunday	£33.12 per day	£34.28 per day
		Public Holidays	£21.52 per day*	£22.27 per day
		*Rate on public holiday is PH rate + day rate = £32.93 (2026/27 - £34.08) ** These amounts reflect the rates for the 2025/26 financial year		
Disturbance/Call-out	1	- Employees on standby who are called out will receive a flat rate of £16.99 (2026/27 - £17.58). - Employees not on standby who are called out will receive a flat rate of £23.37 (2026/27 – £24.19). - If the call-out exceeds two hours, or if additional callouts occur, standard overtime rates will apply beyond the initial payment.		
Additional Hours	1	Where employees are contractually required to work additional hours beyond 37 hours per week in their role, contractual overtime rates will be paid. Where an employee is not contracted to work additional hours but, due to unforeseen circumstances, is required to work beyond their scheduled shift at short notice, approved additional hours worked <u>in excess of</u> 37 hours per week will attract short notice overtime rates.		
Variable Hours	1	Where service needs require shifts to be altered, the need for flexibility should be captured in the contract of employment with a minimum notice period of 14 days given to alter the shift pattern.		

		therefore this should be lowered. Sleepover should have a standardised payment for all Multiple Contracts should be considered in all overtime and allowances out with core contractual pay Allowances Model should include ALEO employees (e.g. Glasgow Life)	<table border="1"><tr><td>Sleepover</td><td>1</td><td>Core sleepover hours (11pm-6am) will be paid at a flat rate of £94.64 per sleepover</td></tr></table>	Sleepover	1	Core sleepover hours (11pm-6am) will be paid at a flat rate of £94.64 per sleepover
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Assimilation	Assimilation takes place on 1 April 2027 and standard assimilation arrangements apply at that date, i.e. assimilation is to 1 st point or 1 st point which avoids detriment.	Given red circle employees are being put at the top of their grade (which is the right thing to do) to make assimilation fair, green and white circles should be placed at the correct spinal column point reflective of their length of service (this would see current proven workers at the top of the grade) from 2023.	At April 2027, green and white-circled employees will be positioned on the incremental point that reflects normal progression over a period of three and a half years (typically the fourth increment of the grade) while red-circled employees will be positioned on the maximum increment of their grade. GMB further negotiated to get grades E, F and G placed at the 5th rather than the 4th increment at implementation in April 2027.			

Secondary and Unique Roles	Phased Implementation	GMB have always raised risks of phased implementation. This is due to implementing a new structure when 20% of the workforce are unaware of the detail of how it affects their role. GMB have advised the council they must commit to striving to get as many of these roles evaluated before implementation.	The reality that secondary and unique roles will be evaluated before April 2027 is getting slimmer by the day. While GMB would welcome as many job roles as possible being implemented together, we also have to ensure that the process is followed correctly, all evaluations are accurate and job holders in every job category wither primary, secondary or unique have a fair and consistent process to challenge the JOD they receive. Rushing the process could compromise all of this.
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Future Equal Pay Claims	Willing to discuss following implementation or as soon as negotiations are finalised prior to implementation.	GMB have advised the council that further settlements will be required from October 2023 – April 2027 (implementation) This is due to the council's NSWP arrangements which were deemed discriminatory, continuing from October 2023 until the new allowances model is in place in April 2027. GMB were extremely clear – Backpay through this current process is based on people being on the incorrect rate of pay only. Equal Pay claims will be a separate discussion following implementation to identify and settle any discrimination that continued from 2023 – 2027. These discussions should be through industrial negotiation for settlement rather than a lengthy and	Glasgow City Council have agreed to this approach and are also keen to settle through settlement negotiations rather than a lengthy and expensive legal process.
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		expensive legal processes.	
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The Ballot	Glasgow City Council are aware trade unions will be balloting their members.	GMB asked for a ballot to give members the information of the negotiations and for them to have a say on whether they think the outcomes that have been achieved through negotiations are good enough. This was to allow members the right to have a say on the progress up to this stage in the programme and to stop Glasgow City Council issuing notices to employees of Fire and Rehire.	GMB is NOT balloting members to accept or reject their own personal outcomes. GMB cannot ballot members on their own personal offers at this stage as not every member has a personal outcome yet. This ballot is asking members to have their say on all information provided above, whether you think these negotiations have delivered acceptable outcomes or not. We note that secondary and unique job holders have had no personal information packs yet and even though this ballot is not based on individual outcomes but rather the place where we are at through negotiation, those job holders may feel they would abstain from the ballot.
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