

## Unnecessary Differences between the two Houses on pay issues affecting staff in PICT

*Consultation paper for trade unions  
by  
the Director of Resources, PICT*

### Introduction

1. At the previous meeting management explained that the Joint Department Implementation Board has identified a willingness in both Houses to harmonise and eventually eliminate unnecessary differences in the approach to pay and pay systems between the two Houses that would have a negative impact on their ability to manage PICT as a Joint Department. It was also explained that management understood the interest of the trade unions in this issue and would very much want to involve the unions in moving towards a new statement of policy.

### Proposal for consultation

2. The JDIB considered this issue again on 20 September in the light of the initial exploratory discussions with both management boards and the Trade Unions. It now seeks the views of the Trade Unions on the following draft declaration of intent:

*The House of Commons Administration and the House of Lords Administration, and the Trade Unions representing staff of both Houses, have agreed that they will endeavour through consultation and concerted action to reduce unnecessary differences between the Houses in the systems and rates of remuneration for staff directly employed in the service of Parliament, and to remove such differences by 2011 at the latest; and thereafter that they will seek to maintain consistency of remuneration for similar work across both Houses, and PICT as a joint department, bearing in mind the continuing commitment of both Houses to remain broadly in line with pay in the Civil Service.*

### Next steps

3. The JDIB plans to consult both management boards again during October and hopes to report on the readiness of the Trade Unions to be associated with such a declaration of principle. Before finalising such a statement and making it public, the Clerk of the House and the Clerk of the Parliaments would propose to seek the consent of the House of Commons Commission and the House of Lords House Committee respectively.

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