

**North Northamptonshire Council – Decisions taken by the Employment Committee on Wednesday 15 November 2023**

Agenda Item No	Topic	Decision
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**Part A – Items considered in public**

<p><b>Item 4</b></p>	<p>Pay Award 2023/24</p>	<p>That the Employment Committee agrees to apply the national local government pay award (NJC for LGS) to NNC staff on TUPE protected local terms and conditions.</p> <p><b>Reasons for Recommendations</b></p> <p>Following local government reorganization, employees were transferred under TUPE from predecessor authorities to North Northamptonshire Council on the pay, terms and conditions applicable to them on 31 March 2021. Whilst the majority of the workforce (employees on NNC interim terms plus those who TUPE transferred from the District and Boroughs) are on nationally agreed pay, terms and conditions, 23% full time equivalent employees are subject to local terms and conditions and do not therefore automatically receive a pay award.</p> <p>The pay award supports the Council's aim to attract and retain staff, reorganizing their ongoing hard work and contribution in the deliver of council services.</p> <p>The decision supports the Council's corporate aim to be an employer of choice and a 'one team' approach.</p> <p><b>Alternative Options Considered</b></p> <p>The Council could only pay employees who are contractually entitled to the pay uplift, however, the impact on morale across the organization the Council's ability to recruit and retain talent, would likely be hampered by this decision. This decision would not be aligned to the Corporate Plan, which was agreed by full Council</p>
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