

## **Minutes of a meeting of the Employment Committee**

At 6.00 pm on Wednesday 15th November, 2023 in the Council Chamber, Corby Cube, George Street, Corby, NN17 1QG

### **Present:-**

#### Members

Councillor Lora Lawman (Chair)  
Councillor Scott Brown  
Councillor Leanne Buckingham  
Councillor Macaulay Nichol

Councillor John Currall  
Councillor Jan O'Hara  
Councillor Peter McEwan  
Councillor Tom Partridge-Underwood

#### Officers

Adele Wylie – Executive Director of Customer and Governance/Interim Deputy Chief Executive  
Marie Devlin-Hogg – Assistant Director for Human Resources  
Ben Smith – Head of Democratic Services  
Jenny Daniels – Democratic Services Officer

### **6 Apologies for absence**

Apologies were received from Councillor Jon-Paul Carr.

### **7 Members' Declarations of interest**

The Chair invited those who wished to do so to declare any interests in respect of items on the agenda.

No declarations were made.

### **8 Minutes of the meeting held on 17 August 2023**

#### **RESOLVED that:**

The minutes of the meeting held on 17 August 2023 be approved as a true and accurate record of the meeting, and that they be signed by the Chair.

### **9 Pay Award 2023/24**

The Assistant Director for Human Resources introduced a report which sought agreement to apply the national local government pay award (NJC for LGS) to NNC staff on TUPE protected local terms and conditions. A copy of the report, marked 'agenda item 4' is filed with these minutes.

Arising from discussion, the following principal points were noted:-

- i) Whilst the Council was not contractually bound to pay those who had TUPE'd into the Council from the previous Borough, Districts and County Councils an

uplift as they were on local terms and conditions, doing so would enable the Council to remain an employer of choice;

- ii) It had been a difficult year with a rising cost of living although interest rates and fluctuating fuel costs had begun to steady. There had been a number of trade union strikes in other sectors and making the decision to make the pay award to all staff would enable the Council to motivate and retain them, and progress their careers.
- iii) The total cost of paying the award was just over £7.7million and for those not on contractual terms was approximately £1.7million. The pay award would be funded through the existing budget and some use of contingencies;

It was proposed by Councillor Tom Partridge-Underwood and seconded by Councillor Leanne Buckingham that the pay award be extended to all TUPE protected staff on local terms and conditions.

**RESOLVED 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.

**Reasons for Decision:**

The decision enables the Council to award a pay rise to all staff including those who transferred to the Council from other Councils under TUPE conditions who are not entitled to a pay award.

This pay award supports the Council's aim to attract and retain staff recognizing their ongoing hard work and contribution in the delivery of Council services.

The decision supports the Council's corporate aim to be an employer of choice and a 'one team' approach.

**Alternative Options Considered:**

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.

**Close of meeting**

There being no further business the Chair thanked members and officers for their attendance.

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Chair

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Date

The meeting closed at 6.10 pm