




Please note that on this occasion the meeting will start at the earlier time of 6.00pm.

Meeting: Employment Committee
Date: Wednesday 15th November, 2023
Time: 6.00 pm
Venue: Council Chamber, Corby Cube, George Street, Corby, NN17 1QG

To members of the Employment Committee

Councillor Lora Lawman (Chair), Councillor John Currall (Vice-Chair), Councillor Scott Brown, Councillor Leanne Buckingham, Councillor Jon-Paul Carr, Councillor William Colquhoun, Councillor Helen Howell, Councillor Macaulay Nichol, Councillor Jan O'Hara, Councillor Peter McEwan, Councillor Tom Partridge-Underwood, Councillor Sarah Tubbs and Councillor Malcolm Waters

Members of the Committee are invited to attend the above meeting to consider the items of business listed on the agenda.

Agenda			
Item	Subject	Presenting Officer	Page no.
01	Apologies for absence		
02	Members' Declarations of interest		
03	Minutes of the meeting held on 17 August 2023		5 - 8
04	Pay Award 2023/24 <i>To seek agreement to apply the national local government pay award (NJC for LGS) to NNC staff on TUPE protected local terms and conditions.</i>	Marie Devlin-Hogg, Assistant Director of Human Resources	9 - 14
Urgent Items			
To consider any items of business that the Chair of the Committee agrees is urgent.			
05	Close of meeting		
<p>Adele Wylie, Monitoring Officer North Northamptonshire Council</p>  <p>Proper Officer 7 November 2023</p>			

This agenda has been published by Democratic Services.
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Where a matter arises at a meeting which **relates to** other Registerable Interests, you must declare the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but must not take part in any vote on the matter unless you have been granted a dispensation.

Where a matter arises at a meeting which **relates to** your own financial interest (and is not a Disclosable Pecuniary Interest) or **relates to** a financial interest of a relative, friend or close associate, you must disclose the interest and not vote on the matter unless granted a dispensation. You may speak on the matter only if members of the public are also allowed to speak at the meeting.

Members are reminded that they should continue to adhere to the Council's approved rules and protocols during the conduct of meetings. These are contained in the Council's approved Constitution.

If Members have any queries as to whether a Declaration of Interest should be made please contact the Monitoring Officer at – monitoringofficer@northnorthants.gov.uk

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Minutes of a meeting of the Employment Committee

At 7.00 pm on Thursday 17th August, 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 Jon-Paul Carr

Councillor Macaulay Nichol
Councillor Tom Partridge-Underwood

Officers

Marie Devlin-Hogg (Assistant Director Human Resources)
Nicky McLoughlin (HR Workforce Policy & Projects Strategic Lead)
Ben Smith (Head of Democratic Services)
Jenny Daniels (Democratic Services Officer)

1 Apologies for absence

Apologies for absence were received from Cllrs John Currall, Helen Howell and Peter McEwan (Matt Keane substituting).

2 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.

3 Minutes of the meeting held on 20 March 2023

The minutes of the meeting held on 20 March 2023 were approved as a correct record and duly signed by the Chair.

4 Selection and Appointment for Head of Paid Service/Chief Executive

At the Chair's invitation the HR Workforce Policy & Projects Strategic Lead introduced the report (copies of which had been previously circulated) which asked the Employment Committee to establish a Sub-Committee to undertake the recruitment and selection process for the role of Head of Paid Service/Chief Executive.

The Committee noted that the aim of the Subcommittee would be to ensure that the recruitment and selection approach for the role was comprehensive and inclusive. It was emphasised that partners, stakeholders and members would play a role in the form of stakeholder panels in helping to select the best candidate.

The Subcommittee would be politically balanced and would be responsible for selecting and recommending the successful candidate for approval by full Council.

The following members were proposed to be members of the Sub-Committee

- Councillors Lora Lawman, Helen Howell, Russell Roberts and Jason Smithers – Conservative Group
- Councillor Matt Keane – Labour Group

The Head of Democratic Services confirmed he would contact the Leader of the Green Alliance Group in respect of its nomination.

Resolved:-

That Employment Committee approves:

- a) The establishment of a politically balanced Sub Committee consisting of six elected members to interview and recommend appointment of the Chief Executive to Council;
- b) That membership of the Sub Committee shall consist of 4 Conservative members, 1 Labour member and 1 Green Alliance member.
- c) Delegation of authority to the Assistant Director of Human Resources, in consultation with members of the established Sub Committee, to longlist and shortlist suitably qualified applicants.
- d) Delegation of authority to the established Sub Committee to:
 - Make a conditional offer (and determine particulars such as remuneration) to the most suitable candidate (subject to the full Council's approval);
 - Recommend that the full Council approve the appointment of the most suitable candidate as the Chief Executive of North Northamptonshire.
- e) the following stakeholder panels to be established to provide feedback to the Sub Committee:
 - Member Stakeholder Panel;
 - Leadership Panel;
 - Partner Stakeholder Panel comprising partners from Health, Police, Education, community faith groups and the voluntary and business sectors;
 - Employee Stakeholder Group comprising of employees selected from each Directorate and including trade unions;
 - Children and Young People Panel.
- f) That it be noted that the assessment process will include psychometric tests, a technical interview and leadership scenario to inform the Sub Committee.

Reasons for the Recommendations

The decision has been made to ensure that a comprehensive, inclusive and thorough recruitment and selection process is undertaken, in accordance with the constitution, to ensure that the right candidate is selected as Head of Paid Service/Chief Executive.

Alternative Options Considered

The role of Head of Paid Service/Chief Executive is critical for the Council and is a statutory appointment which is required to be filled.

Instead of establishing a Sub Committee, the Employment Committee could undertake the appointment process. This was not the recommended action as Sub Committees provide smaller and more focussed expertise and are able to interview in depth, ensuring the right candidate for North Northamptonshire.

5 Close of meeting

The Chair thanked members and officers for their attendance and closed the meeting.

Chair

Date

The meeting closed at 7.24 pm

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Employment Committee 15th November 2023

Report Title	Pay Award 2023/24
Report Author	Marie Devlin-Hogg Assistant Director of Human Resources

Are there public sector equality duty implications?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information (whether in appendices or not)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Applicable paragraph number for exemption from publication under Schedule 12A Local Government Act 1974	

List of Appendices

None.

1. Purpose of Report

- 1.1. To seek agreement to apply the national local government pay award (NJC for LGS) to NNC staff on TUPE protected local terms and conditions.

2. Executive Summary

- 2.1 The Council has a range of pay and terms and conditions for its employees as a result of local government reorganisation. Staff who transferred to North Northamptonshire Council on 1st April 2021 transferred on the terms and conditions of their predecessor authorities.
- 2.2 Employees who transferred on nationally agreed pay and terms and conditions, and those appointed to NNC since 1 April 2021 have a contractual entitlement to receive a pay uplift following national pay agreements. However, those on local terms and conditions will not automatically receive a pay award.
- 2.3 The 2023-24 pay award for local government services (NJC for LGS) has now been agreed nationally. Pending agreement from the Employment Committee to apply the National pay award to staff on local terms, the preference would be to pay this before Christmas, ideally in the November pay-run but no later than the December pay-run. In order to achieve this, the increase would need to be applied to the payroll system immediately. The Committee is therefore

asked to approve the payment of this award to employees on local terms and conditions.

- 2.4 In October 2022, the Employment Committee agreed to apply the 2022-23 national pay award to employees on local terms and conditions. This was well received by employees. In order to continue striving to be an employer of choice, remain competitive and ensure fairness across the organisation, it is proposed that all employees receive the 2023-24 pay award as outlined in the recommendations.

3. Recommendations

- 3.1 It is recommended that the Employment Committee:

- a) Approves the application of the 2023-24 National Pay Agreements which will uplift the pay bands for North Northamptonshire Council employees on local terms and conditions to the same value as the respective national pay award noted in 4.3 of the report.

- 3.2 Reasons for the recommendations –

- a) Following local government reorganisation, employees were transferred under TUPE from predecessor authorities to North Northamptonshire Council on the pay, terms and conditions applicable to them on 31st March 2021. Whilst the majority of our workforce (employees on NNC interim terms plus those who TUPE transferred from the D&B's) are on nationally agreed pay, terms and conditions, c. 23% full time equivalent employees are subject to local terms and conditions and do not therefore automatically receive a pay award.
- b) The pay award supports the Council's aim to attract and retain staff, recognising their ongoing hard work and contribution in the delivery of council services.
- c) The decision supports the Council's corporate aim to be an employer of choice and a 'one team' approach.

- 3.3 Alternative options considered

The Council could only pay employees who are contractually entitled to the pay uplift, however the impact on morale across the organisation and 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.

4. Report Background

- 4.1 When North Northamptonshire Council came into being on 1st April 2021, all predecessor authorities were signed up to national pay, terms and conditions, with the exception of Northamptonshire County Council, which had decided that pay and terms and conditions would be determined locally.
- 4.2 Where local authorities recognise national agreements, pay is determined by a negotiating body; the National Joint Council (NJC) for local government services. The NJC is made up of representatives from trade unions and the employers. Historically, the NJC will seek to agree a pay award to increase local government pay each year. Negotiations for the April 23 pay award have been ongoing and an agreement by two of the three trade unions (Unison and GMB) was reached on 1 November 2023. Up to 2020, every NJC pay deal was reached with the agreement of all three unions. But since 2021 pay deals have been reached with just UNISON and GMB. For a third consecutive year, Unite has refused to have its details included in the 2023 NJC pay agreement circular.
- 4.3 The agreed pay award 2023/24: NJC for Local Government Services ('Green Book') includes:
- an increase of £1,925 on all NJC pay spine pay points (NJC pay points 2 to 43 inclusive). This represents a percentage increase of between 9.42% (NJC pay point 2) and 3.88% (NJC pay point 43);
 - an increase of 3.88% on locally determined NJC pay points that extend the NJC pay spine;
 - an increase of 3.88% on NJC allowances – this impacts 'sleeping in' payments for our workforce.
- 4.4 Within Local Government, there isn't a single set of nationally agreed pay, terms and conditions, there are several, dependent on job role. The majority of North Northamptonshire Council employees are "Green Book" employees. The terms and conditions that North Northamptonshire Council recognise include.
- a) The National Joint Council for Local Government Services ("Green Book").
 - b) The Soulbury Committee ("Blue Book") for posts such as Educational Psychologists and School Improvement professionals.
 - c) The Joint Negotiating Committee for Chief Executives for the Chief Executive.
 - d) The Joint Negotiating Committee for Chief Officers of Local Authorities for all other Chief Officers.

- e) The Secretary of State via the National School Teachers' Pay and Conditions (Burgundy Book) for the teachers employed by the Authority.

4.5 Apprentice rates are also updated each April in accordance with National Apprenticeship Guidance.

Issues and Choices

4.6 Upon transition to North Northamptonshire Council, employees were transferred under the Transfer of Undertakings (Protection of Employment) Regulations 2006 "TUPE" to North Northamptonshire Council on the pay, terms and conditions that they were subject to at their previous authorities. North Northamptonshire Council employees are therefore working on different pay, terms and conditions, depending on which authority they transferred from. Employees who transferred from the District and Borough councils have a contractual entitlement to receive the nationally agreed pay awards.

4.7 In addition, prior to unitary, North Northamptonshire Council agreed to apply national agreements on pay reached through the national joint negotiating machinery for any employees appointed after 1 April 2021, which provides greater stability to its workforce and is also attractive to potential talent wanting to join the organisation. The Council considers this to be a key element of its recruitment and retention strategy.

4.8 The Council has committed to being an employer of choice and recognises the importance of ensuring fairness across the organisation. It is therefore proposed that those employees who are subject to local terms and conditions receive the same pay award as their colleagues who benefit from national pay agreements. This will ensure that the Council does not have a two-tier workforce and that all employees are treated in an equal way.

4.9 Whilst the alternative option is to only pay employees who are contractually entitled to the pay uplift, the impact on the organisation and the Council's ability to recruit and retain talent would be greatly hampered by this decision. Such a decision would not accord with the Council Corporate Plan, which was agreed by Full Council.

4.10 Budget has been built into the 2023/24 MTFP in anticipation of the position being agreed nationally.

5 Implications (including financial implications)

5.1 Resources and Financial

5.1.1 The overall cost to implement the pay award for employees across all funds is £7.706m. This will be funded through existing budgets and use of contingency.

5.2 Legal and Governance

5.2.1 Full Council has delegated authority to the Employment Committee via the Constitution to agree to implement any pay awards for those employees on local terms and conditions.

5.3 Relevant Policies and Plans

5.3.1 The Council is committed, within its Corporate Plan 2021-2025 to invest in and value its staff to become an employer of choice.

5.4 Risk

5.4.1 There are no significant risks arising from the proposed recommendations in this report. However, it should be noted that there are tight timescales to ensure that payment can be made before Christmas 2023.

5.5 Consultation

5.5.1 The Council continues to hold regular meetings with recognised Trade Unions.

5.6 Equality Implications

5.6.1 By ensuring those employees who are subject to local terms and conditions receive the same pay award as their colleagues who benefit from national pay agreements, this will ensure that the Council does not have a two-tier workforce and that all employees are treated in an equal way.

5.7 Climate Impact

5.7.1 Not applicable

5.8 Community Impact

5.8.1 Not applicable

5.9 Crime and Disorder Impact

5.9.1 Not applicable

6 Background Papers

6.1.1 [North Northamptonshire Council - Corporate Plan 2021-2025](#)

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