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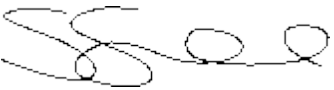
Meeting: Employment Committee
Date: Tuesday 26th March, 2024
Time: 7.00 pm
Venue: Council Chamber, Corby Cube, George Street, Corby, NN17 1QG

The meeting will be available for the public to view live at our Democratic Services' YouTube channel:

<https://www.youtube.com/c/DemocraticServicesNorthNorthantsCouncil>

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 Jim Hakewill, Councillor Helen Howell, Councillor Macaulay Nichol, Councillor Jan O'Hara, Councillor Peter McEwan, Councillor Tom Partridge-Underwood and Councillor Sarah Tubbs

Agenda			
Item	Subject	Presenting Officer	Page no.
01	Apologies for absence		
02	Members' Declarations of interest		
03	Minutes of the meeting held on 20 February 2024		5 - 8
Items requiring a decision			
04	Salary Increments 2024	Marie Devlin-Hogg, Assistant Director of Human Resources	9 - 14
05	Close of meeting		
<p>Sanjit Sull, Monitoring Officer North Northamptonshire Council</p>  <p>Proper Officer 18 March 2024</p>			

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Members are reminded of their duty to ensure they abide by the approved Member Code of Conduct whilst undertaking their role as a Councillor. Where a matter arises at a meeting which **relates to** a Disclosable Pecuniary Interest, you must declare the interest, not participate in any discussion or vote on the matter and must not remain in the room unless granted a dispensation.

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 Tuesday 20th February, 2024 in the
Council Chamber - Corby Cube, George Street, Corby, NN17 1QG

Present:-

Members

Councillor Lora Lawman (Chair)
Councillor Jon-Paul Carr
Councillor William Colquhoun
Councillor Helen Howell

Councillor Macaulay Nichol
Councillor Jan O'Hara
Councillor Tom Partridge-Underwood

Officers

Marie Devlin Hogg – Assistant Director of Human Resources
Ben Smith – Head of Democratic Services
Tracey Simoniti-Stocker – Workforce, Policy and Projects Specialist

11 Apologies for absence

Apologies for absence were received from Councillors Scott Brown, Leanne Buckingham John Currall, and Peter McEwan.

12 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.

13 Minutes of the meeting held on 15 November 2023

The minutes of the meeting held on 15 November 2023 were approved as a correct record, and duly signed by the Chair.

14 Selection and Appointment for Executive Director of Children's Services

The Assistant Director of Human Resources and the Workforce, Policy and Projects Specialist presented a report that recommended the appointment of a sub-committee to undertake the selection and recruitment of the Executive Director of Children's Services role/ DCS statutory designation, in accordance with the council's constitution. A copy of the report, marked as 'item 4', is filed with the agenda for the meeting.

The Committee noted that the Executive Director role was currently vacant, with it currently being undertaken on an interim basis by the Executive Director of Adults, Health Partnerships and Housing.

It further noted the proposal for there to be a focussed national recruitment campaign to seek the best suited candidates for the role.

Resolved:-

That the Employment Committee approves:

- a) the establishment of a politically balanced Subcommittee consisting of six elected members to interview and appoint to the position of Executive Director of Children's Services, ensuring that at least one Executive Member is on the Subcommittee;
- b) that membership of the Subcommittee shall consist of four Conservative Group members, one Labour Group Member and 1 Green Alliance Group member;
- c) that delegated authority be given to the Assistant Director of Human Resources in consultation with members of the established sub-committee, to longlist and shortlist suitably qualified applicants;
- d) that delegated authority be given to the Subcommittee to:
 - Appoint the most suitable person for the position.
- e) the following stakeholder panels to be established to provide feedback to the Subcommittee
 - i) Member Panel comprising of members who are not part of the Main interview Panel;
 - ii) Partner Stakeholder Panel comprising Children's Board, Children's Trust, Local Safeguarding Board and Local Children's Charities;
 - iii) A Children's and Young People's stakeholder group; and
 - iv) Corporate Leadership Team Panel.

That the Employment Committee notes:

- f) that the assessment process will include psychometric tests; a technical interview and leadership scenario to inform the Sub Committee.

Reasons for the Decisions

To ensure to ensure that a comprehensive, inclusive and thorough recruitment and selection process is undertaken, in accordance with the constitution, to ensure that the right candidates are selected for this senior role.

Alternative Options Considered

The role of Executive Director for Children's Services 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 a Sub Committee will enable a more in-depth interview process, ensuring the right candidate for North Northamptonshire.

15 Close of meeting

The Chair thanked the members and officers for attending and closed the meeting.

Chair

Date

The meeting closed at 7.10 pm

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Employment Committee 26 March 2024

Report Title	Salary Increments 2024
Report Author	Marie Devlin-Hogg, Assistant Director of Human Resources Marie.Devlin-Hogg@northnorthants.gov.uk

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/s for exemption from publication under Schedule 12A Local Government Act 1972	Not applicable
Which Corporate Plan priority does the report most closely align with? Our priorities for the future North Northamptonshire Council (northnorthants.gov.uk)	Active, fulfilled lives

List of Appendices

None

1. Purpose of Report

- 1.1. This report seeks agreement by the Committee to apply salary increments to eligible employees on locally determined terms and conditions, which were protected at the point of transfer to North Northamptonshire Council.

2. Executive Summary

- 2.1 The Council continues to have a range of pay and terms and conditions for its employees as a result of Local Government Reorganisation and the implementation of NNC's new pay and grading arrangements.
- 2.2 Staff transferring to North Northamptonshire Council on 1st April 2021 transferred on the terms and conditions they were subject to at their predecessor authorities. These terms are protected by TUPE legislation.
- 2.3 Whilst some of the TUPE employees transferred on nationally agreed pay terms and conditions and have a contractual entitlement to receive a salary increment if they have headroom within their grade; employees who transferred from the County or from non-District or Borough organisations, have no such entitlement.

- 2.4 To support the Councils ambition to become an employer of choice and ensure fairness across the organisation, it is proposed that all eligible employees receive a salary increment as outlined in the recommendations.

3. Recommendations

- 3.1 It is recommended that the Employment Committee:

approves the payment of salary increments for the 2024/25 financial year (effective from 1 April 2024) to eligible employees (not currently at the top of their pay grade), whose protected TUPE terms and conditions of employment have no contractual entitlement to incremental progression.

Reasons for the Recommendations

- 3.2 These recommendations have been made to:

- a) support a fair and transparent approach to pay and reward;*
- b) enable the council to attract and retain its employees and recognise their ongoing hard work and contribution in supporting the delivery of the organisation's priorities and services;*
- c) support the council's ambition to be an employer of choice.*

Alternative Options Considered

- 3.3 The council could decide to award salary increments only to employees who are contractually entitled to them; however the impact on employee morale and the council's ability to retain talent would likely be adversely impacted by this decision.

4 Report Background

- 4.1 As a result of Local Government Reorganisation, North Northamptonshire Council came into being on 1st April 2021.
- 4.2 All predecessor authorities recognised national pay, terms and conditions, with the exception of Northamptonshire County Council, whereby pay and terms and conditions were determined locally.
- 4.3 Where local authorities recognise national agreements, employees are entitled to an annual salary increment each year, until they reach the top of their grade range.
- 4.4 In February 2024, NNC implemented its own pay and grading arrangements for employees who had to be appointed on interim / temporary pay arrangements. The new NNC pay terms also recognise national agreements and an entitlement to automatic salary increments where there is headroom.

- 4.5. This means that only employees who transferred from the district and boroughs, and those employees who have been appointed to NNC pay terms and conditions, have been in post for at least 6 months and have headroom, will be eligible to receive an automatic increment effective from 1 April 2024.
- 4.6. Whilst this accounts for the majority of our workforce, it does mean that the remaining workforce (former county employees and employees on other TUPE terms) will not receive an automatic increment as they have no contractual right to.

5 Issues and Choices

- 5.1 Due to the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE), North Northamptonshire Council has a complex workforce, with employees working on different pay, terms and conditions, depending on which authority they transferred from.
- 5.2. Added to the inherited mix of TUPE terms, new employees appointed from 1 April 2021, and those who have moved into new roles following a restructure, have been given new NNC contracts, which also include a contractual entitlement to annual increments.
- 5.3. Whilst the new pay and grading arrangements provide the Council with its own set of pay terms and conditions, it will not automatically follow that all employees will move immediately onto these new pay, terms and conditions. This means that the Council will have employees who will be subject to different terms and conditions for some time.
- 5.4. Contractual increments will be paid for all eligible employees who TUPE transferred under National "Green Book" or are in scope of the NNC pay and grading project.
- 5.5. The attraction and retention of talent is becoming increasingly challenging for the public sector and therefore the actions the Council takes to become an employer of choice is key to ensuring it has the right employees in the right services to deliver excellent services for North Northamptonshire. Whilst there are a number of reasons why employees will choose to work for the Council, pay and reward will be an important consideration; as will the Council's commitment to treating all staff fairly.
- 5.6. It is therefore proposed that those employees who are subject to local terms and conditions receive the salary increment (subject to eligibility). This will ensure that all employees are treated in an equal way.
- 5.7. In March 2023, the council took the decision to award increments for the year 2023/24 to all eligible staff, regardless of their contractual entitlement. This was extremely well received by employees.
- 5.9. Steps such as incremental progression will reassure employees that the Council is committed to making sure that there is pay equality and fairness throughout the organisation and that NNC is an organisation that they want to

stay and work for. This decision is therefore key to the retention of staff within North Northamptonshire Council.

6 Next Steps

- 6.1 Subject to approval by the Employment Committee, Human Resources will liaise with Payroll to ensure increments are paid to qualifying employees in April 2024 payroll.

7 Implications (including financial implications)

7.1 Resources and Financial and Transformation

- 7.1.1 The financial impact of awarding salary increments to eligible employees who do not have a contractual entitlement is £261,000.
- 7.1.2 The Council's corporate pay contingency for 2024/25 included provision for increments for staff on legacy Terms and Conditions, therefore the cost of this can be accommodated within the 2024/25 budget.

7.2 Legal and Governance

- 7.2.1 Full Council has delegated authority to the Employment Committee via the Constitution to agree to implement any salary increments for those employees on local terms and conditions.

7.3 Relevant Policies and Plans

- 7.3.1 The Council is committed, within its Corporate Plan 2021-2025, approved by full Council on 1 December 2021, to invest in and value its staff to become an employer of choice.

7.4 Risk

- 7.4.1 There are no significant risks arising from the proposed recommendations in this report.

7.5 Consultation

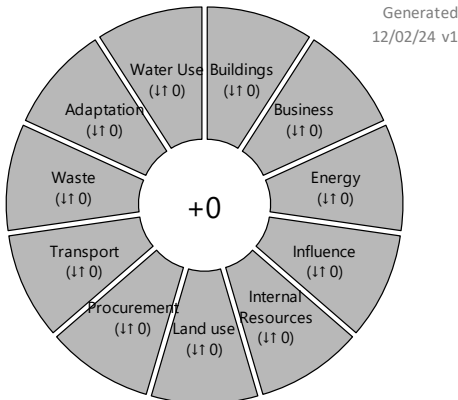
- 7.5.1 The Council continues to hold regular meetings with recognised Trade Unions.

7.6 Equality Implications

- 7.6.1 By ensuring those employees who are subject to local terms and conditions receive the same entitlement to salary increments 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.

7.7 Climate Impact

7.7.1 There are no specific climate impacts arising from this report.



North Northamptonshire Council has committed to being a carbon neutral organisation by 2030, 5 yrs & 10 mos away.

7.8 Community Impact

7.8.1 There are no specific community impacts arising from this report.

7.9 Crime and Disorder Impact

7.9.1 There are no specific crime and disorder implications arising from this report.

8 Background Papers

8.1 Constitution of North Northamptonshire Council ([link to website](#))

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