

Minutes of a meeting of the Employment Committee

At 7.00 pm on Tuesday 15th March, 2022 in the Council Chamber, Cedar Drive, Thrapston, NN14 4LZ

Present:-

Members

Councillor Barbara Jenney (Chair)
Councillor William Colquhoun
Councillor Emily Fedorowycz
Councillor Matt Keane

Councillor Matt Binley
Councillor Lora Lawman
Councillor Tom Partridge-Underwood
Councillor Helen Howell

Officers

Adele Wylie – Director of Governance
and HR/Monitoring Officer
Marie Devlin-Hogg – Assistant Director
of Human Resources
Ben Smith – Democratic and Electoral
Services Manager

7 Apologies for absence

Apologies for absence were received from Cllr Scott Brown, Cllr Jon-Paul Carr and Cllr Jonathan Ekins, and Rob Bridge.

8 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.

9 Minutes of the meeting held on 26 January 2022

The minutes of the meeting held on 26 January 2022 were approved as a correct record.

10 Pay Award 2021/22

The Assistant Director for Human Resources presented to the Committee a report containing a summary of staff terms and conditions at North Northamptonshire Council, and which sought agreement to apply a pay uplift to staff subject to local terms and conditions agreed by predecessor authorities. The report was marked as 'item 4' on the agenda.

The Assistant Director drew the attention of members to a minor error in the report, confirming that in paragraph 4.4 should not have referenced e) the Joint negotiating

Committee for Craft Workers via the “Red book”, as this was not recognised by the Council.

Members noted that as a result of local government reorganisation the Council had a range of pay and terms and conditions for its employees. All of the predecessor authorities apart from Northamptonshire County Council were signed up to national pay, terms and conditions.

The proposal to provide the same pay award to those employees subject to local terms and conditions as those benefiting from national pay agreements was welcomed by members, who stressed the importance of the Council being an employer of choice and treating employees in an equal way.

Resolved:-

That the Employment Committee:

Approves the application of the 2021-22 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, as noted in paragraph 4.10 of the report.

(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 from the D&B's) are on nationally agreed pay, terms and conditions, some are subject to local terms and conditions and do not therefore automatically receive a pay award.*
- b) *The pay award helps the Council attract and retain staff in recognition of their ongoing hard work and dedication in supporting the delivery of council services.*
- c) *The decision supports the Council's corporate aim to become an employer of choice.)*

(Alternative options considered – The Council could only pay employees who are contractually entitled to the pay uplift, however the impact on the organisation and the Council's ability to recruit and retain talent would likely be hampered by this decision. Such a decision would not accord with the Council Corporate Plan, which was approved by full Council.)

11 Urgent Items

The Chair confirmed there were no urgent items for consideration.

12 Exempt Items

The Chair confirmed there were no exempt items for consideration.

13 Close of meeting

There being no further items of business, the Chair thanked members and officers for their attendance, and closed the meeting.

Chair

Date

The meeting closed at 7.25 pm