

Minutes of a meeting of the Employment Committee

At 7.30 pm on Tuesday 28th June, 2022 in the Council Chamber, Swanspool House, Doddington Road, Wellingborough, NN8 1BP

Present:-

Members

Councillor Barbara Jenney (Chair)
Councillor Jon-Paul Carr
Councillor Matt Keane
Councillor Lora Lawman

Councillor Matt Binley
Councillor Jan O'Hara
Councillor Tom Partridge-Underwood

Officers

Adele Wylie, Director of Governance
and HR
Ben Smith, Democratic and Electoral
Services Manager

14 Apologies for absence

Apologies for absence were received on behalf of Councillors William Colquhoun, Emily Fedorwycz, and Helen Howell.

15 Members' Declarations of interest

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

No declarations were made.

16 Minutes of the meeting held on 15 March 2022

The minutes of the meeting held on 15 March 2022 were approved as a correct record, and signed by the Chair.

17 Salary Increments 2022

The Assistant Director for Governance and Human Resources presented report to the Committee which sought to seek agreement 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. The report was marked as 'Item 4' on the agenda.

It was noted that the Council had a range of pay and terms and conditions for its employees as a result of local government reorganisation, with staff transferring to

North Northamptonshire Council on 1st April 2021 having transferred on the terms and conditions they were subject to at their predecessor authorities.

Members noted that the Trade Unions had been consulted and were supportive of the proposals.

Resolved:-

That approval be given to the payment of salary increments for the 2022 financial year to eligible North Northamptonshire Council 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.

(Reason for Decision –

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 an annual salary increment. This decision therefore supports a fair and transparent approach to pay and reward.

- a) It helps the Council to attract and retain staff and recognises their ongoing hard work and contribution in supporting the delivery of the organisation's priorities and services.*
- b) It supports the Council's corporate aim to become an employer of choice.*
- c) It is supported by Trade Union colleagues as a positive step for employees.*

(Alternative Options Considered – The Council could only award salary increments to employees who are contractually entitled to them, 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 agreed by full Council.)

18 Close of meeting

There being no urgent or exempt items of business to consider, the Chair thanked members and officers for their attendance, and closed the meeting.

Chair

Date

The meeting closed at 19.43