



Minutes of a meeting of the Employment Committee

Held at 7:00 pm on Thursday 27th October 2022

in the Council Chamber, The Cube, George Street, Corby.

Present: -

Members

Councillor Barbara Jenney (Chair), Councillor Matt Binley, Councillor Ian Jelley, Councillor Lora Lawman, Councillor Jan O'Hara, Councillor Russell Roberts, Councillor William Colquhoun, Councillor Matt Keane, Councillor Emily Fedorowycz, Councillor Jon-Paul Carr.

Officers

Adele Wylie – Director of HR & Governance

Paul Goult – Democratic Services

27. Apologies

Apologies for absence were received from Councillor Tom Partridge-Underwood and Councillor Helen Howell.

28. Members Declaration of Interest

No Declarations of Interest were made.

Minutes of the meeting held on 8th September 2022 & 20th September 2022

The minutes of the adjourned meeting held in Corby on 8th September 2022 and reconvened in Kettering on 20th September 2022 had been circulated.

RESOLVED that: -

The minutes of the meeting held on 8th September 2022 (adjourned) and reconvened on 20th September 2022 were approved as a correct record and signed by the Chair.

29. Pay Award 2022/2023

The Committee received a summary of staff terms and conditions within North Northamptonshire Council and were being requested to agree to apply a pay uplift to staff subject to TUPE protected local terms and conditions.

The Council had a range of pay, terms and conditions for its employees as a result of local government reorganisation. Staff transferring to North Northamptonshire Council on 1st April 2021 transferred on the conditions they had been subject to at their previous sovereign council.

Whilst those employees who transferred on nationally agreed pay, terms and conditions, and those who had been appointed to the Council since 1st April 2021 would contractually receive a pay uplift following national pay agreements, those on local terms and conditions would not automatically receive a pay award.

The Committee were updated that the 2022/2023 pay award had not yet been agreed nationally. To date, UNISON trade union members had voted to accept the employer's offer. The remaining two unions (GMB and Unite) had closed their ballots on 21st October 2022. A formal response from the trade unions was expected after 1st November 2022.

The Council's preference would be to apply any agreed pay award as soon as possible. Subject to final trade union agreement, the Committee were being requested to provide *in principle* support for the payment of the award (as detailed in the report) to employees on local terms and conditions.

The final offer that had been made to the trade unions included: -

NJC for Local Government Services ("Green Book") Grades

- With effect from 1st April 2022, an increase of £1,925 on all NJC pay points (1 and above);
- With effect from 1st April 2022, an increase of 4.04 per cent on certain allowances – this impacts "sleeping in" payments for the Council's workforce;
- With effect from 1st April 2023, an increase of one day to all employees' annual leave entitlement; and
- With effect from 1st April 2023, the deletion of pay point 1 from the NJC pay spine.

The pay award for Chief Executives/Chief Officers, as well as Soulbury grades was awaiting further agreement, however these awards would not be applicable to any employees on local terms and conditions as all employees under these terms and conditions are employed on NNC terms and conditions.

Councillor Jelley indicated support for the recommendation and queried from where the "additional budget pressure" indicated in 4.13 of the report would be met. The Director confirmed that £750k would be from underspend and £842k from the contingency fund.

The Committee noted that the Council had previously agreed to apply an early pay award uplift to its lowest paid staff in September 2022 to reflect the Foundation Living Wage. This uplift was inclusive of (and not in addition to) any subsequent award and therefore any employee who had already received an uplift in salary would only receive the difference between the uplift already received and the proposed pay award of £1,925.

Councillor Roberts supported the recommendation and was keen to ensure that staff received a reasonable increase in light of the current economic crisis and the pressure on household budgets. The Director reminded the Committee that the Council supported the Real Living Wage and were keen to ensure that all jobs within the staffing structure were as attractive to potential employees as possible. The Council were working towards a harmonised approach to terms and conditions.

Officers confirmed that the NJC award, if agreed, would see a lump sum paid for 2022/2023 to employees of £1,925 across all pay points rather than a traditional percentage increase.

Councillor Jelley queried what would happen if either Unite or the GMB rejected the current offer. The Director confirmed that it could not be implemented and that negotiations would need to reopen between the relevant parties.

Councillor Binley felt that harmonisation of terms and conditions was important and fair for all employees and the Council. Councillor Binley recognised that this would take time but queried whether there was a completion date for this exercise. The Director confirmed that agreement hopefully could be achieved in early 2013, which would include details of the implementation timetable.

It was noted in the report, that the final proposed pay offer from the national employers was significantly above the original figures that had been previously considered. The overall cost to implement the pay award for employees on local terms and conditions was circa £1,938,000 although it was noted that circa £345,501 of that additional cost had already been paid through the recent uplift to reflect the Foundation Living Wage.

The recommendation was **MOVED** by Councillor Ian Jelley and **SECONDED** by Councillor Lora Lawman.

RESOLVED that: -

- (i) Approval be given for the application of the 2022/2023 National Pay Agreement which would 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.

31 Close of meeting

Chair

Date

The meeting closed at 7.26pm