



East
Northamptonshire
Council

Personnel Sub-Committee

Minutes of a meeting held on 17 March 2014 at East Northamptonshire House, Thrapston

Present: Councillors Roger Glithero JP (Chairman)
Jeremy Taylor (Vice-Chairman)
Wendy Brackenbury
Glenn Harwood MBE
Steven North

David Oliver Chief Executive
Aime Armstrong Human Resources Manager
Paul Smith Senior Democratic Services Officer

1.0 MINUTES

1.1 The minutes of the meeting held on 27 January 2014 were approved and signed by the Chairman.

2.0 APOLOGIES

2.1 No apologies for absence were received.

3.0 DECLARATIONS OF INTEREST

3.1 The following interests were declared:

Officer	Item	Nature of Interest	DPI	Other Interest
David Oliver, Aime Armstrong and Paul Smith	Cost of Living Pay Rise	Members of Staff affected	Yes	

After presenting the report, the Chief Executive left the meeting for consideration of this item. The HR Manager and Senior Democratic Services Officer remained in the meeting to support the Sub-Committee in making and recording its decision.

Councillor	Item	Nature of Interest	DPI	Other Interest
Wendy Brackenbury, Roger Glithero, Glenn Harwood, Steven North and Jeremy Taylor	Cost of Living Pay Rise	Councillors affected through provision in the Members' Allowances Scheme linking an increase in allowances to staff pay awards		Yes

4.0 QUESTIONS UNDER PROCEDURE RULE 10.3

4.1 There were no questions submitted under Procedure Rule 10.3

5.0 VACANT POSTS UPDATE

5.1 The Sub-Committee received a report on:-

- (a) Vacant posts
- (b) Posts temporarily vacant
- (c) Empty posts/hours still on establishment but with no budget.

5.2 Further to the decision made at the previous meeting of the Sub-Committee, it was noted that the Corporate Management Team had reviewed the list of vacant posts and the majority of those posts currently vacant, but with no budget provision, would be removed from the next update provided to the Sub-Committee.

6.0 XCHANGE MINUTES

6.1 The Sub-Committee received the draft minutes of the meeting of the Xchange group held on 4 February 2013.

7.0 COST OF LIVING PAY RISE

7.1 The Chief Executive presented a report outlining the implications of the Council awarding a cost of living pay rise for 2014/15, including a summary of pay awards made to staff since 2009 against the inflation rate for the period and the reductions in staff benefits which had been implemented over the past 5 years.

7.2 It was acknowledged that staff had responded positively to the Council's financial challenges and had absorbed additional workloads over this period and Members expressed their thanks to staff for their continued efforts. It was considered that the award of a cost of living pay rise would help to sustain staff morale.

7.3 It was noted that a 1% pay rise for all staff had been included in the Council's approved Medium Term Financial Strategy. In view of the comments made earlier, Members asked that the Chief Executive convey their thanks to staff when a pay rise was announced.

RESOLVED: That

- i) A 1% cost of living pay rise, effective from 1 April 2014, be approved (subject to the Council abiding by any other changes to Green Book terms and conditions that are agreed as part of any national pay deal); and
- ii) This 1% pay rise be applied to all staff.

(Reason: to ensure the Council can successfully recruit and retain knowledgeable and skilled employees)

8.0 EXCLUSION OF PUBLIC AND PRESS

RESOLVED:

That the public and press be excluded from the meeting during consideration of the following item of business because exempt information, as defined under paragraphs 2 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972, may be disclosed.

9.0 SP28: SHARED SERVICES DISCUSSIONS WITH THE BOROUGH COUNCIL OF WELLINGBOROUGH

9.1 The Chief Executive presented a report outlining the discussions which were taking place with the Borough Council of Wellingborough concerning possible shared services. Following these initial discussions, where a business case was identified in a particular service area, further detailed discussions would take place and proposals would be prepared to enable staff consultations to be undertaken.

9.2 Members would be kept informed of developments and reports would be submitted to the Sub-Committee as discussions progressed and any proposals for shared services were produced.

RESOLVED: That

- i) The report be noted; and,
- ii) Should there be a business case for a possible shared service, officers be authorised to consult relevant staff in preparing detailed proposals for consideration by Members.

(Reason - to ensure that staff are involved at an appropriate stage in discussions about possible changes that affect them)

Chairman