



Personnel Sub-Committee

Minutes of a Meeting held on Monday 11 February 2019 at East Northamptonshire House, Thrapston

Present: Councillors: Roger Glithero JP (Chairman)
Tony Boto
Glenvil Greenwood-Smith
David Jenney

Officers: David Oliver Chief Executive
Michelle Drewery Head of Resources
Stella Jinks Interim Human Resources Manager

1.0 APOLOGIES FOR ABSENCE

1.1 Apologies for absence were received from Councillors Steven North and Sarah Peacock.

2.0 MINUTES

2.1 The minutes of the meeting of the Personnel Sub-Committee held on 14 January 2019 were approved and signed by the Chairman.

3.0 DECLARATIONS OF INTEREST

3.1 All officers present declared a disclosable pecuniary interest (DPI) in the following items on the agenda as the proposals governed the remuneration of all employees of the Council:-

- Proposed Changes to Pay Scales; and
- Terms and Conditions of Employment

David Oliver, as Chief Executive, undertook to leave the meeting for consideration of the item 'Terms and Conditions of Employment' as he was likely to be directly affected by it.

4.0 QUESTIONS UNDER PROCEDURE RULE 10.3

4.1 There were no questions submitted under Procedure Rule 10.3.

EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That the public and press be excluded from the meeting during consideration of the following items of business in accordance with Section 100A of the Local

Government Act 1972, because exempt information may be disclosed.

5.0 PROPOSED CHANGES TO PAY SCALES

- 5.1 The Interim Human Resources Shared Service Manager presented a report which proposed changes to the council's pay scales to bring them back into line with national scales prior to the expected transition to a unitary North Northamptonshire on 1 April 2020.

The report was not for publication under paragraphs 3 and 4 of Part 1 of Schedule 12 A of the Local government Act 1972.

RESOLVED that:

- a) The proposed pay scales set out in Appendix 1 and the 2% pay rises to Chief Officers, subject to the outcome of consultation with staff and Unison, be approved;
- b) Authority be delegated to the Chief Executive, in consultation with the Chairman of this Sub Committee, to make any minor changes to the proposal. Any significant changes to be brought back to the Sub-committee for further consideration;
- c) The financial impact set out in Section 6 of the report, which will be built into the 2019-20 budget, be noted and
- d) The Equalities Impact Assessment set out at Appendix 2 of the report be noted

Reason: To maintain fair pay levels and bring the Councils pay scales in line with the national scales and those of the District and Borough Councils in North Northamptonshire).

[David Oliver left the meeting at this point and did not return]

6.0 TERMS AND CONDITIONS OF EMPLOYMENT

- 6.1 The Interim Human Resources Shared Service Manager presented a report proposing the adoption of compensatory redundancy pay, as permitted under the Compensation Discretion Regulations 2006. This aimed to create comparable terms and conditions of employment with the other neighbouring authorities that were anticipated to merge into the North Northants Unitary model, namely Corby, Wellingborough and Kettering.

The report was not for publication under paragraphs 3 and 4 of Part 1 of Schedule 12 A of the Local government Act 1972.

RESOLVED TO RECOMMEND TO COUNCIL that:

- a) the Council exercises its right to utilise the discretionary payments available under The Government's (Early termination of employment) (Discretionary Compensation) Regulations 2006.
- b) the level of discretionary multiplier be 2.4 to allow for meaningful consultation

to take place with the recognised Trade Unions;

- c) delegated authority be given to the Chief Executive, in consultation with the Chair of this Sub-Committee, to agree minor variations to the above proposals in respect of negotiating a collective agreement; and
- d) delegated authority be given to the Chief Executive, in consultation with the Chair of this Sub-Committee, to agree an implementation date ahead of the proposed 1st April 2020 Vesting Day for the new unitary authority, as part of the collective agreement negotiations.

[Reason: to revise the terms and conditions for staff to make them comparable to those of neighbouring councils in North Northamptonshire in advance of the proposed transfer to Unitary Council arrangements]

Chairman