

**CHILTERN DISTRICT COUNCIL
SOUTH BUCKS DISTRICT COUNCIL**

MINUTES of the Meeting of the
JOINT STAFFING COMMITTEE
held on **10 MARCH 2020**

PRESENT: Councillor I Darby - Chairman
" N Naylor - Vice Chairman

Councillors: C Jones
P Jones
M Smith
R Bagge
P Kelly
D Saunders
L Sullivan

APOLOGIES FOR ABSENCE were received from Councillors D Phillips, M Stannard and B Harding

ALSO IN ATTENDANCE: Councillor P Hudson

71. MINUTES

The minutes of the Joint Staffing Committee held on 21 January 2020 were approved and signed by the Chairman as a correct record.

72. DECLARATIONS OF INTEREST

There were no declarations of interest.

73. PAY AWARD 2020/21

The Committee received a report on an inflationary pay award for April 2020/21 for staff on the Harmonised Contract (all staff below Head of Service level) as well as Heads of Services.

The HR Manager advised Members that, following the approval from the Joint Staffing Committee on 21 January to offer a 2% pay uplift, a consultation with staff had taken place from 23rd January to 7th February 2019. During this time no feedback from staff had been received. UNISON had subsequently notified the Council that 76% of their members surveyed had approved the award.

Members were informed that a 5% pay uplift was recommended for the one member of staff on pay spine point 1E/2A, in order to ensure a minimum wage of £10 per hour. It was further recommended that the seven employees on points 2B to 2C should receive an accelerated increment to ensure that there would be an appropriate pay differential in Grade 2.

It was noted that the overall cost of the 2% uplift was £279,000, and that the cost of the 5% increase for one employee and the accelerated increase in Grade 2 was £4904. These costs would be met from the budget for Buckinghamshire Council.

In response to a question regarding staff morale, Members were advised that staff had been informed which directorate they would be aligned to in the new Council and who their line manager would be. Large scale service transformation would not be undertaken until after vesting day, therefore the majority of staff would continue in their current roles and locations. Members had been kept informed of staffing matters, and the Leaders had attended informal meetings with staff which had been positive.

RESOLVED:

- 1. To award a 2% pay uplift for April 2020/21 for all staff on the Harmonised Contract and to Heads of Services who transfer to Buckinghamshire Council.**
- 2. To note that the draft budget for Buckinghamshire Council incorporates a 2% uplift for all staff. The cost of a 2% uplift for Chiltern and South Bucks District staff is £279k inclusive of National Insurance/Superannuation.**
- 3. To award a 5% pay uplift for the 1 employee on 1E/2A in order to ensure a minimum of £10 per hour.**
- 4. To give an accelerated increment to the 7 employees on 2B to 2C in order to ensure an appropriate pay differential within Grade 2.**
- 5. To note that the cost of the 5% uplift and the accelerated increase would be £4904 and this would be met from the draft budget for Buckinghamshire Council.**

74. EXCLUSION OF THE PUBLIC

RESOLVED that under section 100 (A) (4) of the Local Government Act 1972 (as amended) the public be excluded from the meeting for the following item(s) of business on the grounds that they involved the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act.

75. STAFFING MATTERS 1

The Committee received a confidential report which covered the voluntary redundancies of several senior managers. Members discussed various aspects of the report, including the financial and legal implications and alternative options considered.

Following the discussion, it was **RESOLVED** that the recommendations set out in the report be agreed.

76. **STAFFING MATTERS 2**

The Committee received a further confidential report regarding Executive and Personal Assistants redundancies. It was noted that these had been brought forward due to the appointment to Tier 2 and 3 roles in Buckinghamshire Council.

Members considered the proposals, and it was **RESOLVED** that the recommendations set out in the report be agreed.

The meeting terminated at 7.05 pm