

Personnel and Development Committee Minutes

Date: 17 February 2016

Time: 5.45 - 6.06 pm

PRESENT: Councillor M Harris (in the Chair)

Councillors: M A Hashmi, G C Hall, M Hussain, Mrs W J Mallen and L Wood.

54 APOLOGIES FOR ABSENCE

Apologies for absence were received from M Hanif, G Peart and S K Raja.

55 MINUTES

RESOLVED: That the minutes of the meeting of the Personnel & Development Committee held on 30 November 2015 be confirmed as a true record and signed by the Chairman.

56 DECLARATIONS OF INTEREST

No declarations of interest were received.

57 NATIONAL PAY AWARD 2016 - 2018

A report was submitted which recommended that the NJC and JNC Pay Award of 1% which was currently pending a national agreement be implemented from April 2016 ahead of the finalised agreement being reached.

The report highlighted that the proposal to implement the pay award during April ahead of a national agreement was to help off- set the increase of 1.4% in National Insurance Contributions, which had been brought about as a result of the introduction of a new single tier flat rate state pension. This had removed the entitlement for those within the Local Government Pension Scheme to a rebate in contributions. Furthermore, the National Employers NJC final two year pay offer had been rejected by Unison and Unite who were currently balloting members recommending rejection of the offer. This made it unlikely that a pay agreement could be reached by April, leading to a majority of staff members being worse off.

The report stated that the payment of the award in advance of a national agreement was a temporary departure from national terms and conditions of employment. This meant that any subsequent agreed pay award higher than 1% would be applied and backdated. Members were informed that there was a minor risk of an award agreement below this figure being reached, however this was an unlikely scenario

as it was below the final offer made by the National Employers and the commitment made by the Chancellor in his 2015 Budget speech in terms of funding public sector workforces.

The Presenting Officers emphasised that this departure from the national terms and conditions was only a temporary variation which would on this occasion help to offset as far as possible the increases to National Insurance. The Council would then immediately revert back to adherence of the national terms and conditions following implementation of the recommendation.

The report summarised the pay offer for 2016/17 within table 9 of the report. Table 2 showed the amounts of extra National Insurance Contributions that were payable as of 6 April 2016, and illustrated the impact of the NI changes and the impact of a 1% pay award on three different sample salary points.

Members deliberated on the report before them. Whilst the majority of Members agreed that the pay rise should be implemented in April in order to reduce the impact of the changes within National Insurance contributions affecting over 95% of Council staff, a Member did voice his concern over doing so. He stated that it would be more beneficial in the long run to await a final agreement, as he did not wish to reduce the impact of possible strike action.

Upon a vote being taken, the recommendation was carried by majority decision.

RECOMMENDED: That the proposal to pay the NJC and JNC Pay Awards of 1% from April 2016 be agreed pending the national agreement.

58 DATE OF NEXT MEETING

The next meeting was due to be held on 21 March 2016 at 7pm.

Chairman

The following officers were in attendance at the meeting:

Iram Malik	- Democratic Services Officer
John McMillan	- Head of HR, ICT & Customer Services
Jo Whiteley	- Human Resources Manager (Operations)