



Minutes of the meeting of the EMPLOYERS' SIDE of the JOINT NEGOTIATING COMMITTEE held on MONDAY 24 FEBRUARY 2020 at 10.05 AM

- Present:** Councillor Middleton (Chair)
Councillors Bowyer, Carr (Vice-Chair), Darlington and Trendall
- Officers:** C Stanton (Pay and Reward Manager), M Zaman (Head of Human Resources) and J Crighton (Committee Manager)
- Also Present:** 1 member of the public
- Apologies:** Councillors Hosking (Vice-Chair) and Miles

JNCE07 MINUTES

RESOLVED -

That the Minutes of the meeting held on 8 July 2019 be approved and signed by the Chair as a correct record, subject to the following amendments at Minute JNCE05 1(a):

- (a) the words 'Team Manager or equivalent' be deleted; and
- (b) the words 'and including Grade J' be included after the words 'up to'.

JNCE08 DISCLOSURES OF INTEREST

None disclosed.

JNCE09 PAY POLICY STATEMENT - FINANCIAL YEAR 2020/21

The Committee received a report from the Pay and Reward Manager on the Pay Policy Statement for the financial year 2020/21.

It was reported that benchmarking data highlighted the ratios between the highest and lowest salary and mean and median salaries of the Council compared to other local authorities, and different employment approaches relating to staff and pay structures were undertaken by other Councils.

RESOLVED -

That the Pay Policy Statement be recommended to Council for adoption at its meeting on 18 March 2020.

JNCE10

DATE OF THE NEXT MEETING

It was noted that the next meeting of the Joint Negotiating Committee (Employers' Side) would be provisionally held on Monday 6 July 2020 on the conclusion of the Joint Negotiating Committee.

THE CHAIR CLOSED THE MEETING AT 10.20 AM

DRAFT