

Minutes of the meeting of the EMPLOYER'S SIDE of the JOINT NEGOTIATING COMMITTEE held on MONDAY 22 FEBRUARY 2016 at 10.37 am

Present: Councillor Middleton (Chair)
Councillors Buckley, Eastman, Gowans, Green and Morris.

Officers: T Hannam (Corporate Director - Resources), A Greaves (Interim Human Resources Service Delivery Manager), C Stanton (Pay & Reward Manager) and T Milner (Committee Manager).

Apology: Councillor Betteley.

JNCE16 MINUTES OF PREVIOUS MEETING

That the Minutes of the meeting of the Employer's Side of the Joint Negotiating Committee held on 7 December 2015 be approved and signed by the Chair as a correct record.

JNCE17 DISCLOSURES OF INTEREST

Councillor Gowans disclosed a personal interest as a Branch Officer and a member of the UNISON Trade Union.

JNCE18 PAY POLICY STATEMENT 2016/17

The Committee considered a report in respect of the Pay Policy Statement.

The Committee heard from the Pay & Reward Manager that the Statement reflected the Council's agreed approach to pay and was in accordance with the Localism Act 2011. The Council was required to update its Pay Policy Statement from 1 April each year.

RESOLVED –

That the Pay Policy Statement 2016/17 be agreed and be recommended for adoption by full Council at its meeting on 23 March 2016.

JNCE18 ISSUES ARISING FROM THE JOINT NEGOTIATING COMMITTEE – 22 FEBRUARY 2016

The Committee considered ratifying the decisions reached at Joint Negotiating Committee.

RESOLVED –

That the following decisions of the Joint Negotiating Committee be noted:

(a) Increase in Living Wage Rate –

That, subject to the wording at point at 4.2 being amended to read 'Resources and Risk: The impact on individual schools varies between £0.5k and £9.6k this represent between 0% and 4% of each school's pay bill', the pay structure and assimilation process would take effect from 1 April 2016.

(b) Pay Protection –

That, in order to provide sufficient timeframe for both sides to make further enquiries in respect of Pay Protection and for further discussions to take place between the unions and HR, the item be deferred to a future Joint Negotiating Committee meeting, post the local Borough elections in May 2016.

THE CHAIR CLOSED THE MEETING AT 11.00 AM