

EMPLOYERS SIDE OF THE JOINT NEGOTIATING COMMITTEE

AGENDA

MONDAY, 24 FEBRUARY 2014
9.00 AM

PLEASE NOTE REVISED START TIME

ROOM 2
CIVIC OFFICES
CENTRAL MILTON KEYNES

Chair: Councillor Dransfield
Councillors: Eastman, Edwards, A Geary, Richards and Wallis
1 Conservative vacancy

If you have any enquires about this agenda please contact: Tina Milner, Committee Manager,
Tel: (01908) 254737 or E-mail: Tina.milner@milton-keynes.gov.uk

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Agenda

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Please detach the slip below and return it to the Committee Manager.

Meeting Attended: Joint Negotiating Committee (Employer's Side)

Date of Meeting: 24 February 2014

Comments:
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Contact Details (Optional):
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AGENDA

1. Chairman's Welcome

2. Apologies

3. Minutes of Previous Meeting

To approve, and the Chair to sign as correct records, the Minutes of the meetings of the Employers Side of the Joint Negotiating Committee held on 3 February 2014 (Item 3[a]) (**Pages 4 to 5**) and 10 February 2014 (Item 3[b]) (**Pages 6 to 7**).

4. Disclosure of Interests

Members to declare any disclosable pecuniary interests, or personal interests (including other pecuniary interests), they may have in the business to be transacted, and officers to disclose any interests they may have in any contract to be considered.

5. Date of Next Meetings

The date of the next JNC(E) is 24 February 2014 at the conclusion of the JNC and on Thursday 13 March 2014 at 9.30am.

6. Exclusion of Press and Public

To consider excluding the public and press representatives from the meeting by virtue of Paragraph 4 (Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matters) arising between the authority or Part I of Schedule 12A of the Local Government Act 1972, in order that the Committee may consider developing a negotiating stance in respect of:

Item 7 - Pay and Reward

7. Pay and Reward

To receive an oral update of UNISON's second Consultative survey and feedback in respect of the Pay and Reward project.



Minutes of the meeting of the EMPLOYER'S SIDE of the JOINT NEGOTIATING COMMITTEE held on MONDAY 3 FEBRUARY at 10.00am

Present: Councillor Edwards (Vice-Chair [in the chair])
Councillors Eastman, A Geary, Richards and Wallis

Officers: T Hannam (Corporate Director - Resources), C Stanton (Strategic HR Manager), K Williams (HR Manager) and T Milner (Committee Manager)

Apologies: Councillor Dransfield and C Weir (Service Delivery Manager [HR])

JNCE22 MINUTES

RESOLVED -

That the Minutes of the Committee meetings held on 16 January 2014 and 20 January 2014 be approved and signed by the Chair as correct records.

JNCE23 EXCLUSION OF PRESS AND PUBLIC

RESOLVED -

That the public and press representatives be excluded from the meeting by virtue of Paragraph 4 (Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter's) of Part I of Schedule 12A of the Local Government Act 1972, in order that the Committee consider developing a negotiating stance in respect of:

Pay and Reward

JNCE24 PAY AND REWARD

The Committee received an oral update in respect of Pay and Reward from the Strategic Human Resources Manager.

The Strategic Human Resources Manager informed the Committee that senior representatives from Human Resources and the Chief Executive had met with Union representatives of GMB and UNISON on 29 January 2014.

The Committee heard that a number of options had been considered as to how the additional funding identified could be applied and the Unions would bring a proposal to the next meeting of the JNC on 10 February 2014, following the outcome of a UNISON consultation survey to their members.

The Committee also heard that further meetings of the JNC(E) and JNC would be required following the outcomes of the JNC meeting on 10 February, in order to achieve a collective agreement with both unions and so that key timescales might still be achieved.

RESOLVED –

1. That the oral update on Pay and Reward be noted.
2. That additional meetings of the JNC(E) be held on the 17 February 2014, 24 February 2014 and 13 March 2014, in respect of the Pay and Reward project as required.

JNCE25

DATE OF NEXT MEETING

The Committee noted that the next scheduled date of the JNC(E) Committee was Monday 10 February 2014 at the conclusion of the JNC.

THE CHAIR CLOSED THE MEETING AT 10.38 AM



Minutes of the meeting of the EMPLOYER'S SIDE of the JOINT NEGOTIATING COMMITTEE held on 10 FEBRUARY 2014 at 11.25 am

- Present:** Councillor Dransfield (Chair)
Councillors Eastman, Edwards, Richards and Wallis
- Officers:** T Hannam (Corporate Director Resources), C Stanton (Strategic HR Manager), C Weir (HR Service Delivery Manager), K Williams (HR Manager) and T Milner (Committee Manager)
- Apology:** Councillor A Geary

JNCE26 PAY POLICY STATEMENT – FINANCIAL YEAR 2014/15

The Committee considered the Pay Policy Statement – Financial Year for 2014/15, from the Strategic Human Resources Manager.

The Committee heard that the Pay Policy Statement for 2014/15 was:

1. set out in accordance with Section 38(1) of the Localism Act 2011;
2. to be updated annually from April each year;
3. set out in accordance with Milton Keynes Council's policies related to the pay of its non-schools workforce for 2014/15, covering the remuneration of its:
 - (i) Chief Officers;
 - (ii) lowest paid employees; and
 - (iii) relationship between the remuneration of its Chief Officers and the remuneration of its employees who were not Chief Officers.

It was also reported that should any amendments be required following the outcome of the Pay and Reward project, that a revised Pay Policy Statement would be put to Council for adoption as required.

RESOLVED –

That the Pay Policy Statement, Financial Year 2014/15, be recommended for adoption by the full Council meeting of 26 March 2014, with an accompanying note explaining the need for a revised Pay Policy when revised pay arrangements and Terms and Conditions of service were agreed.

**ISSUES ARISING FROM THE JOINT NEGOTIATING COMMITTEE
– 10 FEBRUARY 2014**

The Committee considered the decisions reached at JNC and ratified the resolutions as below;

PAY AND REWARD

1. That the update on Pay and Reward be noted.
2. That, the UNISON representatives would advise their members of the proposed additional offer on Pay Protection from the Employers Side in a consultative survey.
3. That, upon the outcome of the consultative survey from UNISON members, UNISON would determine whether a formal ballot would be undertaken of their members on the revised Pay and Reward proposal.
4. That, the GMB would determine whether or not they would need to undertake a further formal ballot.
5. That, both Unions would work to the timetable discussed with HR, with any formal ballots undertaken to close the first week in March 2014.
6. That, additional meetings of the JNC be held on 24 February 2014 at 9.30am and on 10 March 2014 at 10.00am, in respect of the Pay and Reward project.

THE CHAIR CLOSED THE MEETING AT 11.39 AM