

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