



Minutes of the meeting of the EMPLOYER'S SIDE of the JOINT NEGOTIATING COMMITTEE held on THURSDAY 16 JANUARY 2014 at 11.30am

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

JNCE17 MINUTES

RESOLVED -

That the Minutes of the Committee meetings held on 7 October 2013 be approved and signed by the Chair as correct records.

JNCE18 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

JNCE19 PAY AND REWARD

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

The Strategic Human Resources Manager reminded the Committee of the process and timescales to date, key areas of the package, and took them through the impact of the proposals in terms of basic pay and overall package.

The Committee heard that, following the issue of individual notification letters, UNISON had held meetings for their members, which were attended by large numbers. As a result of the feedback received at the meetings, UNISON decided they were unable to recommend the proposed Pay and Reward Package to their members in their ballot.

Therefore they undertook an informal consultative ballot. The GMB undertook a formal ballot, recommending the package to their members.

It was reported that the outcomes of the Union ballots were as follows:

- (a) UNISON (informal ballot) – 34% turnout, 17% voted in favour and 83% voted against the package.
- (b) GMB – 20% turnout, 66% voted in favour and 34% voted against the package.

This meant that, due to the low turn-out: the GMB would need dispensation from their region to agree to the pay proposals; and UNISON would not be able to undertake a formal ballot on the package as it currently stands and were consulting their members on which areas of the package were causing most concern.

The Committee heard that senior members of Human Resources had met with local and regional union representatives to receive the ballot outcome and feedback on the package. The major concerns raised included:

1. the number of staff losing pay and the significant amounts some were losing, in terms of basic pay;
2. the period of Pay Protection offered (6 months); and
3. the reduction in enhancements due to the introduction of Alternative Work Pattern payments.

A number of other issues were also reported.

Discussion then followed as to what could be done in order to achieve collective agreement with both unions.

RESOLVED –

That the oral update on Pay and Reward be noted.

JNCE20

DATE OF NEXT MEETING

The Committee noted that the next scheduled date of the JNC(E) Committee was Monday 20 January 2014 at the conclusion of the JNC, with a pre-meeting to commence at 9.30am.

THE CHAIR CLOSED THE MEETING AT 12.55PM