

**EMPLOYER'S SIDE OF THE JOINT NEGOTIATING COMMITTEE  
10 FEBRUARY 2014 – DECISIONS**

<b>AGENDA ITEM NUMBER</b>	<b>SUBJECT AND DECISION</b>	<b>DECISION REFERRAL</b>	<b>PERSON RESPONSIBLE FOR ACTION</b>
3.	<p><b>Pay Policy Statement – Financial Year 2014/15</b></p> <p>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.</p>		Strategic HR Manager
4.	<p><b>Matters Arising from the Joint Negotiating Committee 10 February 2014</b></p> <p><b>Pay and Reward</b></p> <p>That the following decisions of the JNC be ratified:</p> <ol style="list-style-type: none"> <li>1. That the update on Pay and Reward be noted.</li> <li>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.</li> <li>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.</li> <li>4. That, the GMB would determine whether or not they would need to undertake a further formal ballot.</li> </ol>	-	<p>Democratic Services Manager / Strategic HR Manager</p> <p>UNISON Regional Organiser</p> <p>GMB Regional Officer</p>

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4.	<p data-bbox="360 276 1456 308"><b>Matters Arising from the Joint Negotiating Committee 10 February 2014</b></p> <p data-bbox="360 347 725 379"><b>Pay and Reward (Cont.)</b></p> <p data-bbox="360 419 1456 531">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.</p> <p data-bbox="360 547 1456 659">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.</p>		Strategic HR Manager