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AGENDA

1. Apologies

2. Minutes

To approve, and the Chair to sign as correct records, the Minutes of the meeting of the Joint Negotiating Committee (Employers') held on 24 February 2020 (Item 2(a)) (**Pages 4 to 5**) and the special meeting held on 20 May 2020 (Item 2(b)) (**Page 6**).

3. Disclosure of Interests

Councillors 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.

4. Matters Arising from Joint Negotiating Committee: 6 July 2020

To consider and ratify and decisions arising from the Joint Negotiating Committee held on 6 July 2020.

5. Date of Next Meeting

To note that the date of the next JNC(E) meeting is scheduled for Monday 5 October 2020 after the conclusion of the JNC meeting.



Minutes of the meeting of the EMPLOYERS' SIDE of the JOINT NEGOTIATING COMMITTEE held on MONDAY 24 FEBRUARY 2020 at 10.05 AM

- Present:** Councillor Middleton (Chair)
Councillors Bowyer, Carr (Vice-Chair), Darlington and Trendall
- Officers:** C Stanton (Pay and Reward Manager), M Zaman (Head of Human Resources) and J Crighton (Committee Manager)
- Also Present:** 1 member of the public
- Apologies:** Councillors Hosking (Vice-Chair) and Miles

JNCE07 MINUTES

RESOLVED -

That the Minutes of the meeting held on 8 July 2019 be approved and signed by the Chair as a correct record, subject to the following amendments at Minute JNCE05 1(a):

- (a) the words 'Team Manager or equivalent' be deleted; and
- (b) the words 'and including Grade J' be included after the words 'up to'.

JNCE08 DISCLOSURES OF INTEREST

None disclosed.

JNCE09 PAY POLICY STATEMENT - FINANCIAL YEAR 2020/21

The Committee received a report from the Pay and Reward Manager on the Pay Policy Statement for the financial year 2020/21.

It was reported that benchmarking data highlighted the ratios between the highest and lowest salary and mean and median salaries of the Council compared to other local authorities, and different employment approaches relating to staff and pay structures were undertaken by other Councils.

RESOLVED -

That the Pay Policy Statement be recommended to Council for adoption at its meeting on 18 March 2020.

JNCE10

DATE OF THE NEXT MEETING

It was noted that the next meeting of the Joint Negotiating Committee (Employers' Side) would be provisionally held on Monday 6 July 2020 on the conclusion of the Joint Negotiating Committee.

THE CHAIR CLOSED THE MEETING AT 10.20 AM

DRAFT



Minutes of the special meeting of the JOINT NEGOTIATING COMMITTEE (EMPLOYERS)
held on WEDNESDAY 20 MAY 2020

Present: Councillors Alexander, Bowyer, Carr, Darlington, Hosking, Middleton and Miles

Also Present: Councillors Akter, Baines, Baume, Bint, Brackenbury, K Bradburn, M Bradburn, R Bradburn, Brown, Cannon, Crooks, Cryer-Whitehead, Exon, Ferrans, A Geary, P Geary, Gilbert, Gowans, Green, D Hopkins, V Hopkins, Jenkins, Khan, Lancaster, Legg, Long, Marland, Marlow, McCall, McLean, McPake, Minns, Montague, Nazir, Nolan, O'Neill, Petchey, Raja, Rankine, Reilly, Townsend, Trendall, Walker, Wales, Wallis, Williams, C Wilson-Marklew and J Wilson-Marklew

JNCE01 ELECTION OF CHAIR

RESOLVED -

That Councillor Middleton be elected Chair of the Joint Negotiating Committee (Employers) for the Council Year 2020/21.

JNCE02 APPOINTMENT OF VICE-CHAIRS

RESOLVED -

That Councillors Carr and Hosking be appointed Vice-Chairs of the Joint Negotiating Committee (Employers) for the Council Year 2020/21.