

# EMPLOYERS SIDE OF THE JOINT NEGOTIATING COMMITTEE

AGENDA  
MONDAY 3 FEBRUARY 2014  
10.00 a.m.

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

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

Date of Meeting: 3 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 16 January 2014 (Item 3(a)) (**Pages 4 to 5**) and the meeting held on 20 January 2014 (Item 3(b)) (**Page 6**).

**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 Meeting**

The date of the next JNC(E) is Monday 10 February 2014 following the conclusion of the JNC.

**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 on the Pay and Reward project.





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



Minutes of the meeting of the EMPLOYER'S SIDE of the JOINT NEGOTIATING COMMITTEE held on 20 JANUARY 2014 at 11.25 am

**Present:** Councillor Dransfield (Chair)  
Councillors Eastman, Edwards, A Geary, 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)

**JNCE21 ISSUES ARISING FROM THE JOINT NEGOTIATING COMMITTEE – 20 JANUARY 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, HR and representatives from UNISON and GMB continue discussions, taking account of the outcome of the consultation survey of UNISON members, in preparation for the next JNC, so that key timescales may still be achieved.

THE CHAIR CLOSED THE MEETING AT 11.32 AM