

Minutes of the meeting of the EMPLOYER'S SIDE of the JOINT NEGOTIATING COMMITTEE held on MONDAY 28 NOVEMBER 2016 at 10.01am

**Present:** Councillor Middleton (Chair)  
Councillors Buckley, Eastman, Gowans, Green, Miles and Morris.

**Officers:** M Devlin-Hogg (Head of Human Resources & Strategy), M Cox (HR Director [LGSS]), T Hannam and T Milner (Committee Manager).

**JNCE07 MINUTES OF PREVIOUS MEETINGS**

That the Minutes of the Employer's Side of the Joint Negotiating Committee meeting held on 27 June 2016, be approved and signed by the Chair as a correct record, subject to the inclusion of the following comments made by Councillor Buckley, before the 1<sup>st</sup> paragraph of minute Ref JNCE05:

'The Committee noted Councillor Buckley's comments in respect of the Voluntary Redundancy Policy and Procedure and that the Pay and Reward Manager would make the necessary amendments, namely to:

- Page 2 – to state whether or not the Policy was contractual;
- Page 3, paragraph 6, 2<sup>nd</sup> bullet point – to insert the word 'result' between the words 'will' and 'in';
- Page 4, paragraph 12 – to provide clearer wording within the table; and
- Page 4, paragraph 15 – to correct typing error.'

**JNCE08 DISCLOSURES OF INTEREST**

Councillor Gowans disclosed a personal interest being a Branch Officer and a member of the UNISON Trade Union.

**JNCE09 SENIOR MANAGER PAY REVIEW PROCESS**

The Committee considered a report in respect of the Senior Manager Pay Review Process.

The Committee heard from the Head of Human Resources & Strategy, that the Council was looking to meet its obligations and ensure the Review was undertaken with a new process being

implemented with effect from 1 April 2017. With this in mind, it was also important that the Council had sufficient flexibility and motivation in place for the retention of senior management, and alongside the Chief Officer pay, a Pay Review Process should be reviewed at least every 3 years. Any outcomes from the Review would form part of the Pay Policy Statement, which would be submitted to Council in March 2017 for adoption.

The Committee also heard that as part of the Review, the Council was aware contractually of the alignment with market changes, in order to attract new recruits, and that all factors would be looked at, including whether salaries would be decreased or increased, as part of the Review.

The Chair reminded the Committee about the budgetary constraints placed upon the Council for 2017/18 and beyond, and stressed the importance of the Council meeting its obligations by holding the Review to ensure a proper process was in place.

In response to a query raised by Councillor Buckley, the Head of Human Resources & Strategy reiterated the importance of ensuring the Council had an appropriate Senior Manager Pay Review process in place, and that the Council was being transparent by the inclusion of various risk factors as part of the main report

The Head of Human Resources & Strategy provided reassurance to Councillor Morris that she would submit the information previously cascaded to the Committee, following the Briefing meeting, by the Pay and Reward Manager.

**RESOLVED –**

1. That the proposed Pay Review process be agreed.
2. That the Senior Manager Pay Review process form part of the Council's annually published Pay Policy Statement.

**JNCE10**

**DATE OF THE NEXT MEETINGS**

It was agreed that the date of the next scheduled Briefing for the Committee should be moved from Monday 6 February 2017 at 10.00am to an alternative date, to align with the next scheduled meeting of the JNC(E) which would be held on Monday 20 February 2017 at 10.00 a.m., following the conclusion of the JNC meeting.

**THE CHAIR CLOSED THE MEETING AT 10.20 AM**