

At a meeting of the HUMAN RESOURCES COMMITTEE held in the CIVIC CENTRE (COMMITTEE ROOM NO. 1) on THURSDAY 21 FEBRUARY 2019 at 5.30 pm

Present:-

Councillor Mordey in the Chair

Councillors Hodson, Porthouse, Scullion, Stewart, A. Wilson and P. Wood

Also present:-

Patrick Melia	-	Chief Executive
Jon Ritchie		Executive Director of Corporate Services
Tracy Palmer	-	Deputy Head of Human Resources and Organisational Development
Elaine Waugh	-	Head of Law and Governance
Gillian Kelly	-	Principal Governance Services Officer

Apologies for Absence

Apologies for absence were submitted to the meeting on behalf of Councillors English, Kelly and Miller.

Declarations of Interest

There were no declarations of interest.

Minutes

8. RESOLVED that:-

- (i) the minutes of the meeting of the Human Resources Committee held on 18 July 2018, Part I be confirmed and signed as a correct record;
- (ii) the minutes of the meeting of the Human Resources Committee held on 25 April 2018, Part I be confirmed and signed as a correct record; and
- (iii) the minutes of the meeting of the Human Resources Committee held on 12 June 2018, Part I be confirmed and signed as a correct record.

Local Implementation of 2018-2020 National Agreement – New National Pay Spine

The Executive Director of Corporate Services submitted a report to seek approval to amend the council's pay and grading structure from 1st April 2019 in order to implement the 2018 – 2020 National Agreement for a new National Pay Spine, comply with the NJC's related guidance, and maintain the council's compliance with the pay recommendations of the Living Wage Foundation.

Members were advised that it was proposed that the council's pay and grading structure be amended from 1st April 2019, as shown at Appendix 2. There were no changes to the grade boundaries nor any changes to how role profiles were graded. The lowest grade, Grade 1 would comprise New Spinal Column Points 3 and 4; the lowest pay rate from April 2019 would be £9.36 per hour which exceeded the LWF's 2019 rate of £9.00. This giving employees on the lowest rate an increase of 6.1% on 1st April 2019.

It was further proposed that the existing rules for annual incremental progression would not change and that current employees entitled to incremental progression on 1st April 2019 under the current grading structure would receive their increment as planned, before the new grades were applied thereafter. This meant that the changes to the incremental progression for employees (i.e. the introduction of new SCP 10 in Grade 3, new SCP 13 and SCP16 in Grade 4 and new SCP18 and SCP 21 in Grade 5) would be effective from 1st April 2020, allowing the council and employees to plan their finances. This proposal would avoid any financial detriment to employees contractually entitled to an increment in April 2019, but would allow the council to moderate the additional costs of the national agreement in 2020 and 2021. The minimum pay increase on 1st April 2019 would be 2%; the maximum increase (excluding any incremental progression) will be 7.3% for those employees moving from old Grade 1 old SCP 12 (£17,173) to new Grade 1 new SCP 4 (£18,426).

The proposed local implementation of the changes to the national pay spine would change the lengths of some of the grades. Current Grades 1 and 2 were both three SCPs long; they would both be replaced by new grades that were two SCPs long (new Grades 1 and 2). Current Grade 3 was four SCPs long and would be replaced by a new grade that is five SCPs (new Grade 3). Current Grades 4 and 5 were both four SCPs long and would both be replaced by new grades that were six SCPs long (new Grades 4 and 5). The NJC guidance in this respect stated that the length of grades should recognise the time period required for an employee to become fully competent in their role; good practice (particularly where incremental progression was automatic) would limit incremental progression to five years - which was the case with a six point grade.

9. RESOLVED that the proposal for implementation from 1st April 2019 be approved.

Local Government (Access to Information) (Variation Order) 2006

At the instance of the Chairman, it was:-

10. RESOLVED that in accordance with the Local Government (Access to Information) (Variation) Order 2006, the public be excluded during the consideration of the remaining business as it was considered to involve a likely disclosure of information relating to a particular individual or which is likely to reveal the identity of an individual or which is likely to reveal the identity of an individual and any consultations or negotiations, or contemplated consultations or negotiations in connection with any labour relations matter arising between the Council and its employees. (Local Government Act 1972, Schedule 12A, Part 1, Paragraphs 1, 2 and 4). The public interest in maintaining this exemption outweighs the public interest in disclosing the information.

(Signed) M. MORDEY,
Vice-Chairman

Note: -

The above minutes comprise only those relating to items during which the meeting was open to the public.

Additional minutes in respect of other items are included in Part II.

