

**Record of  
Executive  
Decisions  
published  
17/Dec/2014**



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**Decision Taker:** Cabinet

**Appropriate Scrutiny Committee:**  
Scrutiny Committee

**Date decision in force:**

29/Dec/2014

**Date of decision:**

15/Dec/2014

### Full description of decision:

1. To note the report to the Human Resources Committee which recommends
  - (i) the approval of proposals for new pay, grading, terms and conditions of employment for the council's workforce, to enable them to be formally offered to the relevant trade unions, published to the workforce and subjected to ballots by the unions and
  - (ii) the authorisation of the Director of Human Resources and Organisational Development, in consultation with the Chairman of the HR Committee, Chief Executive and Director of Finance, to conclude a collective agreement with the relevant trade unions on terms broadly consistent with the proposals set out in this report, in order to incorporate the new terms into employees' contracts.
2. Subject to the Human Resources Committee approving the proposals recommended in the report, to agree the inclusion of the financial implications of implementing the new pay and grading model compliant with Living Wage Foundation's recommended minimum pay rate, in proposals for budget planning for 2015/2016, which will be reported to Council in January 2015.
3. While the negotiations with the trade unions are being carried out and the unions are consulting their members, the equality analysis of the proposals will be reviewed and refined as the fine detail of the proposals are finalised. The ultimate version of the proposals, the equality analysis and the results of the trade union consultation will be reported back to Cabinet and the Human Resources Committee for consideration and approval before implementation. Implementation is scheduled for 1<sup>st</sup> April 2015.

### Reasons for decision:

The council's current set of pay, grading, terms and conditions are no longer fit for purpose for the reasons set out in section 3 of the report to the Human Resources Committee. The proposals set out in the report have been compiled to meet the requirements for arrangements that are simplified and modernised, enable the council to defend itself from future equal pay litigation, and enable the council to implement a minimum rate of pay that exceeds the current minimum pay rate recommended by the Living Wage Foundation, as a result of the motion approved by Council at its meeting on 24th September. Consideration of the proposals by the Cabinet will enable the Human Resources Committee to have regard to the views of Cabinet both in respect of the proposed model and the financial implications.

### Alternative options considered and rejected:

The council could retain its current pay, grading, terms and conditions of employment for its workforce and not adopt a minimum pay rate that exceeds the current recommendations of the Living Wage Foundation. This would not meet the council's operational, policy and compliance objectives. The council could adopt a different set of new pay, grading, terms and conditions of employment for its workforce which does not exceed the Living Wage Foundation's current recommended minimum pay rate. This would not meet the council's objectives.

### Title and author(s) of written report:

The Workforce Transformation Project and the Living Wage  Proposed Pay, Grading, Terms and Conditions of Employment - Report of the Director of Human Resources and Organisational Development

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**Is this a key decision:** Yes

**Does the Decision contain Confidential/Exempt Information:** Yes

**Declarations of Interest and Dispensations:** None

