

GENERAL PURPOSES AND LICENSING COMMITTEE: 21 APRIL 2008

PAY NEGOTIATIONS

1 INTRODUCTION

- 1.1 This report recommends that the Council moves from Local to National Pay Negotiations.

2 BACKGROUND

- 2.1 The Council's position on pay negotiations since the late 1980's is that the Council participates in national negotiations, but reserves the right to determine its own award should the national award be detrimental to the Council's pay structure. The Council has defined its own pay structure which is based on its business needs and the local pay market.
- 2.2 In practice the Council has generally undertaken Local Pay Negotiations informed by the national position.
- 2.3 Local negotiations take place through the pay panel which comprises three Council Members – Cllrs Mel Kendal; Maureen Holding and Maureen Robinson – and three employee side representatives – Jean Barras (Unison), Steve Drodge (UNITE) and Dave Bramley(GMB).
- 2.4 Over the last few years, there has been discussion at Pay Panel and at Industrial Relations Committee in relation to whether the Council should continue with Local Pay Negotiations.

3 EMPLOYEE SIDE BALLOT

- 3.1 The employee side recently balloted all members and non-members of the union on the basis of achieving support for National Pay Negotiations. The results of the Ballot was, 285 ballot papers returned, 251 (88%) in favour of National Pay Negotiations and 34 (12%) for Local Pay Negotiations.

4 EMPLOYERS RESPONSE

- 4.1 The Council has participated in Local Pay Negotiations for over 20 years, and in the past the pay award has often been above what has been afforded Nationally, but over the last 4 years the Council has mirrored the national award, due to budget pressures.
- 4.2 Members acknowledge that however the Council has been able to commence Local Pay Negotiations ahead of National talks, the ability to agree a Local Pay Settlement has been difficult due to employee side taking the option of waiting for the National Pay Settlement.
- 4.3 Members would always favour a local approach, but understand Employee Side concerns, and therefore support the recommendation to move to National Pay Negotiations.

- 4.4 The Council will continue to negotiate locally on all other terms and conditions, and the Pay Panel will continue to undertake such negotiations and make recommendations to the Council.

5 FINANCIAL IMPLICATIONS

- 5.1 If the National Pay Award is within budget provision, then no further approvals are required.
- 5.2 If however, the National Pay Award is above budget provision, then the necessary approvals will need to be agreed before implementation of the National Pay Award can take place.

6 ENVIRONMENTAL AND CRIME AND DISORDER IMPLICATIONS

- 6.1 None

7 EMPLOYEE SIDE COMMENTS

- 7.1 The employee side trade unions are fully supportive of the recommendation to move to National Pay Bargaining.

8 RECOMMENDATION

It is therefore recommended that:

- 8.1 The Council move to National Pay Negotiations with effect from 1st April 2008, and all necessary contractual documentation is updated accordingly.

For further information contact:

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