

REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 25 February 2019)

1. PAY POLICY STATEMENT 2019/20 (MINUTE NO 22)

The Localism Act 2011 requires Councils to prepare a pay policy statement each financial year. The statement must set out the Council's policies for the financial year relating to the remuneration of its Chief Officers, the remuneration of its lowest paid employees and the relationship between the remuneration of its Chief Officers and other employees.

The Committee has considered and supports the proposed Pay Policy Statement 2019/20 as set out in Appendix 1.

RECOMMENDED:

That the Pay Policy Statement 2019-20 as set out in Appendix 1 of Agenda item 4 to the General Purposes and Licensing Committee, be approved.

2. PAY 2019 (MINUTE NO 23)

The Committee received an overview of the current issues which needed to be taken into account when reviewing and considering pay for 2019.

The Council had spent nearly £853k on agency staff on the 12 month period (October 2017 to September 2018). The largest agency spend areas were Housing Maintenance at £332k and Refuse, being £260k.

519 vacancies had been advertised from January to October 2018 and of these 63, (12%) had not been filled the first time. The cost to the Council of recruitment in the last 12 months was £60,310.

The Committee expressed concern regarding the cost to the Council on recruitment and agency staff. It was agreed that a further report be presented to the next meeting of the Committee to gain more detailed understanding on the issues.

The Council had reviewed Bands 1-4 in 2017/18, which included the moving up of minimum pay point in each of the four bands and changes had been implemented. The Council agreed, following this review to consider the pay award further when a national agreement was reached. The national agreement was for a two year pay deal with some bottom loading for the lowest paid, a minimum rate of pay in April 2019 of £9 per hour, and a general rise of 2% for all other pay scales in 2019. It was proposed that from 1 April 2019, the minimum rate of pay would be £9 per hour and that all other scale column points (scp's) would rise by 2%. Band 1 would also be reduced to one scp.

Unison recognised that changes had been made to Bands 1-4 over the last two years, however Unison felt that the Council had not adhered to the bottom-loaded nationally agreed two year NJC cost of living pay awards for bands 1-4 and part of band 5. The NJC spinal points do not match the Council's and it was therefore not possible to compare the spinal points. The Council believe that employees of NFDC would be in a better position under the proposed local pay arrangements.

Financial provision to give effect to the recommendation below has been made in the Medium Term Financial Plan.

The Council would undertake a more fundamental review of the pay structure during 2019.

RECOMMENDED:

- (a) That the proposed changes to the Council's local pay arrangements, as set out in Appendix 1 to the Report no 5 to the General Purposes and Licensing Committee, be approved and implemented on 1 April 2019; and***
- (b) That a full review be carried out of the Council's local pay arrangements.***

**CLLR S J CLARKE
CHAIRMAN**