

EMPLOYMENT COMMITTEE

15 DECEMBER 2014

PRESENT

Councillor B. Rigby (in the Chair).

Councillors Mrs. P. Dixon (Vice-Chairman), J. Bennett, N. Evans, B. Shaw and A. Western.

In attendance

Acting Corporate Director Transformation and Resources (Ms. J. Hyde),

Acting Director of Human Resources (Ms. L. Hooley),

Head of Human Resources Business Partnering (Ms. D. Lucas),

Head of Legal (Community) (Mr. H. Khan),

Workforce and Core Strategy Team Leader (Ms. A. Beadsworth),

Democratic Services Officer (Mr. I. Cockill).

APOLOGIES

Apologies for absence were received from Councillors C. Hynes

6. MINUTES

That the Minutes of the meeting held on 15 September 2014 be approved as a correct record and signed by the Chairman.

7. NATIONAL JOINT COUNCIL (NJC) PAY AWARD 2014-16 (NON-CONSOLIDATED PAY ELEMENT)

The Acting Director of Human of Human Resources submitted a report providing information on the non-consolidated pay element with respect to staff above Spinal Column Point 49 (SCP49).

RESOLVED: That the non-consolidated pay element be applied to those staff on NJC terms and conditions who are above SCP49 at a one-off consolidated rate of £193.

8. TRADE UNION FACILITIES AGREEMENT REVIEW UPDATE

The Head of HR Business Partnering provided an oral update on the Trade Union Facilities Agreement advising that the Council had met with Unison's Regional Representative and mindful of other employee relations activity at this time, was benchmarking with other authorities regarding the number of full time convenors and other associated arrangements. Union representatives would be kept informed of any developments.

RESOLVED: That the update and timeframe for implementation of 30 April 2015, be noted.

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9. PROPOSED CHANGES TO THE PAY AND GRADING STRUCTURE

The Acting Director of Human Resources submitted a report providing details of the proposed changes to the pay structure, to ensure compliance with equal pay legislation, with minimum disruption to current arrangements.

In consideration of the report, Councillor A. Western queried the potential exposure to equal pay challenges under the proposed changes and the number of staff above Senior Manager Grade SM3. Analysis of the bands where there was an overlap demonstrated a risk, information on which and the numbers above SM3 would be provided to Councillor Western.

RESOLVED:

- (1) That the proposed changes to the pay structure and the introduction of a new grade band that spans the current Band 12 and Senior Managers Grade SM4C, be agreed.
- (2) That the intention to streamline Director level grades in SM3.
- (3) That the implementation and pay protection arrangements for those employees affected by the proposed changes, as outlined in section 5 of the report, be approved.

10. QUARTERLY REPORT ON EXEMPTIONS TO THE SICKNESS POLICY

The Acting Director of Human Resources provided an oral report on exemptions to the Sickness Policy and further to Minute 4 of the previous meeting held on 15 September, advised that the application under consideration at that time had not been agreed. Subsequently, 3 further applications had been received, with 1 being granted and the other 2 under consideration.

A benchmarking exercise with Association of Greater Manchester Authorities and other Councils across the North West had revealed that none use criteria to determine applications. The Chairman re-affirmed that this was the position across the North West Employers region.

The Acting Director advised that as part of the process, a range of circumstances were considered, as was the position prior to 1st April 2014, and that discretion had always been a factor.

RESOLVED: That the Committee notes that exemptions to the sickness policy will continue to be accessed on their individual merits and that the Committee will receive regular reports on the number of requests and their outcome.

11. SEASONS GREETINGS

The Chairman conveyed best wishes to Members and officers for Christmas and the New Year.

The meeting commenced at 10.52 a.m. and finished at 11.06 a.m.