

EMPLOYMENT COMMITTEE

MINUTES OF THE MEETING of the Employment Committee held on Tuesday 25 August 2009 at 5 pm in the Guildhall, Portsmouth.

(NB These minutes should be read in conjunction with the agenda and reports for the meeting.)

Present

Councillor Gerald Vernon-Jackson (In the Chair)

Councillors Leo Madden

Margaret Adair

Jim Fleming

Lynne Stagg

30 Declaration of Members' Interests (AI 1)

Councillor Lynne Stagg declared a Code of Conduct Interest in agenda items 4 and 5 (National Pay Award and Local Pay Review) as her son-in-law had become an employee of the City Council on the 1 June 2009. She did not consider the interest to be prejudicial in relation to either item.

31 Minutes – 3 July 2009 (AI 2)

RESOLVED that the minutes of the meeting of the Employment Committee held on 3 July 2009 be confirmed, and signed by the Chair as a correct record.

32 National Pay Award - JNC and NJC (AI 5)

(TAKE IN REPORT)

The Head of Human Resources presented her report. In view of the fact that the trade unions were recommending acceptance of the 1% pay award offered to their members, she proposed that arrangements to pay it should be put in hand prior to the result of the ballot being known. This would enable the adjustments to be made on the Oracle System for a pay date to staff in September, clearing the system for the further adjustments that would be required in October for the LPR payment date. This would greatly simplify the procedure necessary to implement both payments by avoiding the need for extensive manual pay calculations to be made.

The Committee was informed that in the event of the pay award not being agreed by the unions, the 1% pay increase would stand. If the final settlement was higher, that too would be honoured.

The Chair said that the Employers' side was unlikely to make another offer if the 1% was rejected in the ballot. His personal view was that it was nevertheless important to make a pay award to the City Council's staff.

RESOLVED that the 2009/10 national pay award offer be paid to staff on JNC for Chief Executives, JNC for Chief Officers and NJC for Local Government Staff Terms and Conditions in September 2009 backdated to 1 April 2009.

33 Local Pay Review (LPR) (AI 5)

(TAKE IN REPORT)

The Committee heard a deputation from Kelly Tomlinson of UNITE the Union (T&G Branch) who requested that the LPR consultation should continue until after the re-evaluation and appeals process had been completed, and the staff concerned had had time to consider the results. She also requested that pay protection should be provided for staff affected both by LPR and service restructures, as the policy being proposed differentiated between staff redeployed to suitable alternative employment, and those who chose to apply for a post on a lower grade through force of circumstance. She requested that there should be an option to give pay protection to all employees currently going through service restructuring irrespective of the LPR pay protection or if the only job they were able to secure was not considered to be suitable alternative employment.

The Head of Human Resources updated the response figures by staff to their LPR offer as shown in paragraph 3.3 of the report, which were as follows:-

	Accept	Reject	No Response
Non Schools	3,630	86	34
Schools	2,440	27	195

Further responses from schools' employees were expected after the summer holiday.

The Committee was informed that it was the aim to complete the LPR re-evaluations by the end of September. As this would coincide with the end of the proposed additional four-week consultation period with those staff who had not yet responded to their offer, HHR was asked to inform staff of the results of any re-evaluations as soon as possible.

The Head of Human Resources tabled a diagrammatic representation of the proposed pay protection policy showing an example of a service restructure that took place on 1 April 2010. The policy recommended the option that the LPR and Redeployment Pay Protection policies should run their normal course. In the example given, this would result in staff having two years to adjust to their LPR reduction in salary and then a further year to adjust to a second reduction in salary caused by redeployment. This principle would be used for any staff who suffered two reviews in a two-year period.

The Committee took account of the comments made in the deputation particularly concerning pay protection but believed the principles proposed in the report were fair and reasonable. They requested a report to a future meeting of the Employment Committee at the end of the further consultation period with regard to the next steps, and at this point account could be taken of any anomalies that emerged. In the meantime Human Resources and the union representatives were asked to talk about any particular individual's issues with regard to the pay protection policy.

RESOLVED

- (1) That the progress made in the Local Pay Review be noted;
- HHR (2) That consultations on the Local Pay Review proposals continue for a further four weeks with those staff who have not accepted, as detailed in paragraph 3.5.2 of the report;
- HHR (3) That the Local Pay Review Pay Protection and Redeployment Pay Protection both run their normal course, as detailed in paragraph 4.3 of the report (Option 2);
- HHR (4) That the principle in the Local Pay Review Protection and Redeployment Pay Protection Policy continues for staff facing redeployment twice within the two years;
- HHR (5) That there be a further report to the Employment Committee at the end of the additional consultation period with recommendations regarding further action required.

The meeting concluded at 5.30 pm.

Chair