

# Executive Committee

Monday, 7 December 2015

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## MINUTES

### Present:

Councillor Bill Hartnett (Chair), Councillor Greg Chance (Vice-Chair) and Councillors Juliet Brunner, Brandon Clayton, John Fisher, Mark Shurmer, Yvonne Smith, Debbie Taylor and Pat Witherspoon

### Also Present:

Joe Baker, Tom Baker-Price, Roger Bennett, Natalie Brookes, David Bush, Michael Chalk, Anita Clayton, Matthew Dormer, Andrew Fry, Gay Hopkins, Jane Potter, Gareth Prosser, Antonia Pulsford, Rachael Smith, Paul Swansborough, David Thain, Jennifer Wheeler and Nina Wood-Ford

### Officers:

Kevin Dicks, Sue Hanley, Jayne Pickering, Claire Felton, Lindsey Wood and Sheena Jones

### Democratic Services Officer:

Amanda Scarce

### 50. APOLOGIES

No apologies were received on this occasion.

### 51. DECLARATIONS OF INTEREST

Councillors Juliet Brunner, Greg Chance, Debbie Taylor, Yvonne Smith and Pat Witherspoon declared an other disclosable interest under Minute No. 53 as members or former members of Unison.

### 52. MINUTES

#### RESOLVED that

**the minutes of the meeting of the Executive Committee dated 13th October 2015 be agreed as a correct record and signed by the Chair.**

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Chair

## 53. JOB EVALUATION

The Committee received a report which updated Members on the current position regarding Job Evaluation in order to seek agreement on implementation of the Job Evaluation Scheme and Pay Grade Structure. During the presentation of the report it was highlighted that the Council had been working with the unions for a number of years to prepare a pay model and grading assessment that would enable them to implement Job Evaluation and arrive at a collective agreement with the unions.

An additional recommendation was tabled for Members consideration to clarify that the pay and grading structure were both approved in order to ensure that staff were protected and to give certainty over the period detailed within the recommendation.

Members noted that if a collective agreement was not reached with the unions that a process of dismiss and re-engagement of relevant employees would be commenced. Officers provided details of this process and confirmed that this was a last resort. Members were assured that for those staff affected by such a process, would have continuity of service if they accepted the new contract and this would only refer to those staff that chose not to accept their new contracts.

Officers explained that the Gender Equalities Impact Assessment provided within the report had contained a number of omissions, which resulted in changes to a number of the percentages quoted within the detail of the report. A revised copy had been provided for all Members and was tabled at the meeting, with the omissions/amendments highlighted. Officers drew attention to the Conclusion which provided a summary and highlighted the salient points arising from the report.

Members requested a timeline for implementation of the recommendations should they be approved and it was confirmed that the expected implementation date was September 2016. Officers accepted that this was not ideal but it was explained that this was due to legal constraints and the formal consultation process that needed to be followed.

During the course of discussion Members highlighted the following areas:

- The length of time it had taken to reach the current position – it was understood that the process had begun in 2008/09.

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- The errors within the original Gender Equalities Impact Assessment and the need to table a revised detailed report at the meeting.
- The assimilation arrangements and the use of the white, green and red circles to depict this, together with the overall percentages within particular categories.
- Those unions which had been engaged in the Job Evaluation process.
- The financial implications – it was estimated that this would be no greater than £300k, including National Insurance and Pension contributions.

After further discussion it was

## **RECOMMENDED that**

- 1) Commencement of formal consultation with the Trade Unions with a view to reaching a Collective Agreement to implement the National Joint Council Job Evaluation Scheme be approved;**
- 2) Should a Collective Agreement not be achieved, commencement of a Dismissal and re-engagement process be approved; and**
- 3) (i) the pay and grading structure be approved;  
(ii) the proposal to back date any pay increase for 2 years be approved; and  
(iii) protection for 2 years for employees whose salary will decrease be approved.**

The Meeting commenced at 6.30 pm  
and closed at 7.00 pm