

## Minutes of Personnel

Meeting Date: Wednesday, 27 October 2021, starting at 6.30 pm  
Present: Councillor S Bibby (Chair)

Councillors:

S Atkinson  
D O'Rourke  
D Peat

S Rainford  
J Schumann

In attendance: Chief Executive and Head of Human Resources

Also in attendance: Councillors S Fletcher, S Hore and S O'Rourke

### 396 APOLOGIES FOR ABSENCE

Apologies from the meeting were received from Councillors R Bennett, R Thompson and M Hindle.

### 397 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 1 September 2021 were approved as a correct record and signed by the Chairman.

### 398 DECLARATIONS OF PECUNIARY AND NON PECUNIARY INTERESTS

There were no declarations of pecuniary and non-pecuniary interest.

### 399 PUBLIC PARTICIPATION

There was no public participation.

### 400 MINUTES OF THE PAY STRUCTURE WORKING GROUP - 16 SEPTEMBER 2021

The minutes of the Pay Structure Working Group held on 16 September 2021 were submitted for the Committee's information.

### 401 REPORTS FROM REPRESENTATIVES ON OUTSIDE BODIES

There were no reports from representatives on outside bodies.

### 402 EXCLUSION OF PRESS AND PUBLIC

That by virtue of the next items of business being exempt information under Category 1 of Schedule 12A of the Local Government Act the press and public be now excluded from the meeting.

### 403 PROPOSAL ON PAY AND CONDITIONS

The Chief Executive reminded members of the rationale, costings and options set out in the report he had submitted to the last meeting of the Pay Structure Working Group.

RESOLVED THAT COMMITTEE:

1. Authorise the Chief Executive to submit the financial implications of the report to the Policy and Finance Committee for budgetary approval.

Subject to budgetary approval and acceptance by the Union:

2. Agree to adopt the new pay scales as set out in Annex 4 of the report with effect from 1 October 2021.
3. Agree to changes in annual leave entitlement as set out in the report and with effect from 1 October 2021.
4. Authorise officers to bring a report to the next Committee on improving wider aspects of organisational development, building on the Strategy set out in Annex 5 of the report.

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#### GENERAL STAFFING UPDATE

The Director of Resources submitted a report updating members on general staffing matters since the last meeting.

The report noted that:

- 12 new staff had been appointed between 1 August 2021 and 15 October 2021.
- In the same period, there had been 7 leavers, 2 of which had been optional retirements.

The report set out the overall recruitment position as of 15 October by service area and updated members on; internal movements, training, and Kickstart placements.

#### RESOLVED THAT COMMITTEE:

1. Noted and approved the decisions taken by CMT and Chairman as outlined in the report.
2. That where appropriate, the Council write letters of thanks to staff who have left the Council.

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#### UPDATE ON PAY NEGOTIATIONS

The Director of Resources submitted a report informing members on the latest position in respect of the National Trade Union Pay Claim for 2021/2022.

The report noted that amongst other items the National Employers had made a final offer to the NJC Trade Unions on 27 July 2021 as follows:

- With effect from 1 April 2021, an increase of 2.75% on NJC pay point 1.
- With effect from 1 April 2021, an increase of 1.75% on all NJC pay points 2 and above.

The report also noted that:

- The Employers side of the JNC for Chief Executives had made a final one year offer of an increase of 1.5% on basic salary, with the same offer being made to Chief Officers.
- Unison, Unite and GMB had carried out consultation ballots with their members in September and each group had voted by a majority to reject the final offer.

- The unions had now agreed to begin preparations for a ballot on industrial action.

The meeting closed at 7.37 pm

If you have any queries on these minutes please contact the committee clerk, Mike Hill [mike.hill@ribblevalley.gov.uk](mailto:mike.hill@ribblevalley.gov.uk).