

EMPLOYMENT AND GENERAL COMMITTEE

Monday, 1st April, 2019

Present:-

Councillor Burrows (Chair)

Councillors Simmons

Councillors

Blank

*Matters dealt with under the Delegation Scheme

91 **DECLARATIONS OF MEMBERS' AND OFFICERS' INTERESTS
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

92 **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Davenport, J Innes and Wall.

93 **MINUTES**

RESOLVED –

That the Minutes of the Meeting of the Committee held on 18 March, 2019 be approved as a correct record and signed by the Chair.

94 **DISCRETIONS POLICY**

The HR Business Partner submitted a report recommending for approval the updated Discretions Policy.

The need for an updated policy had been identified to comply with the legal requirement to formulate, publish and keep under review a statement of policy on discretions relating to the Local Government Pension Scheme.

The draft policy had been presented and approved by the Employer – Trade Union Committee on 25 March, 2019.

***RESOLVED –**

That the Discretions Policy be approved.

95 IMPLEMENTATION OF THE 2019 NATIONAL PAY AWARD

The HR Manager submitted a report recommending for approval the implementation of the 2019 Pay Award arrangements.

A two year pay award had been agreed at the national level in April 2018.

The first stage of the pay award did not necessitate any changes to the council's pay scale and had been implemented for April 2018.

The second stage was more complex as it required renumbering of the national pay spine and the alignment of the national spine to the locally determined pay grading structure and the associated job evaluation scores.

There were two approaches available regarding the chronology of assimilation and increments on 1 April, 2019. The first option was to assimilate first and then increment and the second option was to increment and then assimilate. The two approaches would result in different outcomes at some pay points. Nationally there had been no guidance on how to assimilate employees onto the new spine but it had been confirmed that either approach would be acceptable.

The Trade Unions had been consulted. Both UNISON and UNITE unions had requested a change which had been accepted. The proposal had been presented and approved by the Employer – Trade Union Committee on 25 March, 2019.

An Equality Impact Assessment had been undertaken and was attached to the officer's report.

***RESOLVED –**

That the 2019 Pay Award arrangements be approved.