

EMPLOYMENT AND GENERAL COMMITTEE

Monday, 15th March, 2021

Present:-

Councillor T Murphy (Chair)

Councillors Simmons
Blank
Davenport

Councillors Brittain
K Falconer

*Matters dealt with under the Delegation Scheme

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

No declarations of interest were received.

9 **APOLOGIES FOR ABSENCE**

No apologies for absence were received.

10 **MINUTES**

RESOLVED –

That the Minutes of the Meeting of the Committee held on 28 January, 2021 be approved as a correct record and signed by the Chair.

11 **ANNUAL INCREASE IN NATIONAL LIVING WAGE 2021**

The HR and Support Services Manager submitted a report seeking approval for the payment of the National Living Wage from 1 April, 2021.

The National Living Wage was set independently and increased annually. The council first introduced the voluntary living wage from April 2016.

The council carried out a pay review in 2018 which raised the lowest rate of National Joint Council (NJC) pay above the voluntary living wage rate. In April 2020 the National Living Wage rose to £9.30 per hour and the

minimum hourly rate for band one in the Council pay scale was £9.24 per hour so a voluntary living wage supplement was introduced.

Nationally the pay award for 2021 had not yet been confirmed but it was likely that there would be a pay freeze for Local Government staff. The officer's report outlined the options regarding how to pay the supplement due to the uncertainty relating to the National Living Wage and NJC pay awards.

The proposal was submitted to the Employer Trade Union Committee on 8 March, 2021 and was endorsed for submission to Employment and General Committee.

***RESOLVED –**

1. That payment of the National Living Wage be approved for implementation from 1 April, 2021.
2. That, following discussions with trade unions, option three detailed in the officer's report be the preferred option.

12 MINUTES OF THE EMPLOYER / TRADE UNION COMMITTEE

The Minutes of the Employer/Trade Union Committee held on 8 February, 2021 were considered.

RESOLVED –

That the Minutes be received and noted.