

STAFFING POLICY COMMITTEE

MINUTES OF THE STAFFING POLICY COMMITTEE MEETING HELD ON 9 JANUARY 2019 AT KENNET ROOM - COUNTY HALL, BYTHESEA ROAD, TROWBRIDGE, BA14 8JN.

Present:

Cllr Allison Bucknell (Chairman), Cllr Tony Jackson (Vice-Chairman), Cllr Richard Clewer, Cllr Mike Hewitt, Cllr Ricky Rogers, Cllr David Halik (Substitute) and Cllr Tony Trotman (Substitute)

1 Apologies for absence

Apologies for absence were received from:-

Cllr David Jenkins

Cllr Baroness Scott of Bybrook OBE, who was substituted by Cllr Tony Trotman

Cllr John Smale who was substituted by Cllr David Halik

2 Minutes of Previous Meeting

Resolved:

To confirm and sign as correct record the minutes of the previous meeting held on 15 November 2018.

3 Declarations of Interest

There were no declarations of interest made at the meeting.

4 Chairman's Announcements

There were no Chairman's announcements.

5 Public Participation

There were no members of the public present or councillors' questions.

6 **Pay Policy Statement**

The Committee received a report setting out an updated Pay Policy Statement for the financial year 2019/2020 for approval, prior to agreement by Council and publication on the Council's website.

It was reported that under Chapter 8 of the Localism Act 2011 every local authority must prepare a pay policy statement for every financial year. Wiltshire Council originally published its pay policy statement in February 2012 and the updated policy was now required to be published on the Council's website by 1 April 2019.

The policy had been updated to include a revised introduction providing an update on the Council's progress with apprenticeships as well as an overview of the new pay and grading model which had been subject to a collective agreement with the recognised trade unions and which would be implemented on 1 April 2019. Other updates included:-

- An amendment to cap annual pay awards for HAY graded staff in line with the NJC pay award unless market pay data identified a significant drift or where there were difficulties in the recruitment and retention of staff in these grades.
- A change to the redeployment procedure to include in exceptional circumstances where there was a national shortage of skills in a particular role.
- An updated total number of council employees and the latest pay ratios.

The Committee discussed the updated policy and in particular was pleased to note the Council's progress with apprenticeships.

Resolved:

To approve the draft policy to be presented at Full Council on 26 February 2019.

7 **Implementation of the Pay Award & New Grading Model on 1 April 2019**

Consideration was given to a report by the Director, Human Resources & Organisational Development which set out details of the new pay and grading model for the Council that had been agreed following local negotiation with the recognised trade unions and which also took into account the 2019 National Joint Council (NJC) pay award which would be effective from 1 April 2019.

It was noted that a two year pay deal had been agreed by the national employers and the trade unions in 2018. This included a 2% increase for April 2018 and for 2019 for most workers (i.e. those paid over £19,430 per annum).

There were larger increases agreed below this pay point to account for the changes to the living wage. The deal also included the introduction of a new national pay spine in April 2019.

The Director explained that the Council had been negotiating with the trade unions to agree the implementation of a new pay and grading model, full details of which were included in the report. This had required consideration to be given to the impact of the new national pay spine on existing grades and incremental progression.

During discussion, Members enquired if the market supplement policy would be continued. The Director explained that supplements would be reviewed on an annual basis and would continue to be applied in shortage teams, such as social workers particularly in the children's team and also in the housing and planning teams as necessary.

Resolved:

To note that the implementation of the pay award and a new pay and grading model for NJC staff had been agreed following negotiation with the recognised trade union and would be implemented on 1 April 2019.

8 **Date of Next Meeting**

Resolved:

To note that the next scheduled meeting of the Committee was due to be held on Wednesday 6 March 2019, starting at 10.30am at County Hall, Trowbridge.

9 **Urgent Items**

There were no urgent items of business.

(Duration of meeting: 10.30am - 10.55 am)

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