

EMPLOYMENT MATTERS COMMITTEE

19 FEBRUARY 2013

PAY REVIEW – NATIONAL AGREEMENT – ADDENDUM REPORT

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Summary

This Addendum Report sets out the following:

1. Minutes of Joint Consultative Committee – 11 February 2013
2. Final consultation responses received post Committee agenda despatch
3. The outcome of the Trade Unions' ballots in respect of the proposals.

1. Joint Consultative Committee

- 1.1 The Joint Consultative Committee met on Monday 11 February 2013 and discussed the proposals to come out of the national agreement on pay, terms and conditions. The minutes of this meeting are attached at Appendix 1 to the report.

2. Consultation responses

- 2.1 Following the despatch of the Committee agenda on 11 February 2013, some further consultation responses have been received from schools/governing bodies and are set out in Appendix 2 for Members' consideration.

3. Trade Unions

- 3.1 GMB, UNISON and UNITE unions have all undertaken ballots of their members in respect of the proposal to come out of the national agreement on pay, terms and conditions.
- 3.2 We understand that all the ballots have come out in favour (approximately 2:1) of signing a collective agreement on this proposal. It is intended that this agreement be signed prior to the meeting this evening and a verbal update will be given at the meeting.
- 3.4 A revised Appendix 8 has been attached to this report. This takes account of schools based (non teaching) staff and Soulbury employees no longer being included in the proposals as discussed at the JCC meeting on 11 February 2013 and subject to the decision by this Committee. It also includes a one off

payment of £50 (pro rata for part-time staff) will be paid in April 2013 to permanent staff on salary point 25 or equivalent and below.

4. Revised recommendations

4.1 Members are asked:

- (i) To note the discussions so far and the consultations responses.
- (ii) To recommend to Full Council to agree to the collective agreement attached at revised Appendix 8, on the basis that agreement has been reached with the majority trade unions to come out of the national agreement for all staff outside of schools.
- (iii) To note that variations to employment contracts will now be issued to those staff affected setting out the new terms, with the new terms taking effect from 31 March 2013, subject to Full Council agreeing the collective agreement.
- (iv) To note the proposals on local pay bargaining and agree to delegate authority to the Assistant Director, Organisational Services to continue discussions and agree this, in consultation with the trade unions.

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