

COUNCIL

20 FEBRUARY 2014

CAPITAL AND REVENUE BUDGETS 2014/2015 ADDENDUM REPORT

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Summary

This report sets out the views and recommendations of the Employment Matters Committee, which considered a pay claim from the trade unions on 18 February 2014.

1. Employment Matters Committee

- 1.1 The Employment Matters Committee met on 18 February 2014 to consider the pay claim submitted by the trade unions, as set out in paragraph 8.7 of the budget report at item 6 on the main agenda. The Committee was also informed of alternative proposals from the Trade Unions in relation to the pay and grade scheme.
- 1.2 The Employment Matters Committee on 18 February agreed as follows:
 - (i) the position of the employer and the trade unions on the collective dispute was noted;
 - (ii) the trade unions pay claim was noted and Council recommended not to accept the pay claim;
 - (iii) to confirm the proposal for a pause on the implementation of the pay progression scheme until the end of June to allow for further discussion and training of managers.

2. Legal and Financial Implications

- 2.1 The recommendation at (ii) above will have no cost but if the Trade Unions pay claim were accepted the cost to the Council would be in the region of £4 million.
- 2.2 The detailed legal advice given to Employment Matters Committee on 6 February 2014 is contained in Appendix 10 of item 6 of the budget report on the main agenda at paragraph 12.3.

2.3 The detailed legal advice relating to the budget decision is contained in section 17 of the budget report on the main agenda.

3. Recommendations:

3.1 To note the decisions of the Employment Matters Committee at its meeting on 18 February 2014 and

3.2 To agree to reject the pay claim submitted by the Trade Unions

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Background papers

None