

### **Minutes of the Pay Protocol Meeting held at Gun Wharf on 6 November 2019.**

Attendees: Neil Davies (Chief Executive), Carrie McKenzie (Assistant Director – Transformation), Samantha Beck-Farley (Head of HR Services), Mark Hammond (Unison – Regional Officer), Tania Earnshaw (Unison – Branch Secretary) and Kate Marr (Unison – Regional Officer).

1. ND welcomed the attendees and invited TS to share the progress made to date with the Pay Protocol 2019/2020.
2. CM informed the meeting that the Pay Protocol 2019/2020 had been launched at the September meeting of the Corporate Consultative Committee, and that Katey Durkin (Head of Finance Strategy) had updated that meeting on the detail within the Medium Term Finance Strategy report and highlighted that a 1% increase on the current salary budget had been set aside for any pay awards for the FY commencing April 2020.
  - 2.1 At that meeting SBF invited Unison and GMB to submit their joint pay claim for 2019/2020 by no later than 31 October 2018, and SBF confirmed that the joint claim pay had not been received but a Unison one had been received on 30 October 2019.
- 3 ND gave an overview of the current and future budgetary pressures facing the Council.
  - 3.1 MH commented that it was an accepted position that all Councils were facing increasing financial pressures, and whilst it is the same he acknowledges that it feels worse this year. And whilst we are to remain optimistic about next year, financial pressures were being faced by employees in meeting the demands of day to day living.
4. ND invited MH to present the detail of the pay claim.
  - 4.1 MH confirmed that there were four elements to the pay claim:
    - A 7% increase on all pay points over 2 years (3.5% per year).
    - A 35 hour working week (no decrease to salary)
    - A commitment to reassess job profiles
    - A return to National Pay Bargaining
  - 4.2 MH stated that it was the TU's view that this was an affordable increase and that there was a degree of catch-up within the claim as over the past nine years pay awards the council has not increased enough.
5. TE highlighted that Unison had conducted a survey of their members around benefits and, while the results had yet to be collated, there was a strong indicator that Unison members felt that MedPay was not fit for purpose and

that there was an equally strong indicator of a desire to return to National Pay Bargaining. In addition it was acknowledged that the survey may indicate a desire for non-monetary benefits, i.e. free swimming, car parking etc.

- 5.1 TE committed to share the results of their member survey.
- 5.2 TE raised concerns that job profiles were not being updated and people were using ones that had no relevance to the current role, making the PDR process not fit for purpose. TE stated that the job profiles are too generic and also there are equality issues and a joint evaluation is required.
- 5.3 SBF shared with TE that she has just commissioned an audit review of the PDR and said she would share the results for a further discussion.
- 5.4 ND reiterated that PDR outcomes and employee performance was regularly debated at Corporate Management Team, and that he was committed to look into any information that suggested that there may be some areas with the Council where the PDR process was not being applied appropriately. It needs to be done collectively and not as a tick box.
- 5.5 TE stated that a move to a 35 hour week would be a progressive change. With the lowest productivity rate in Europe, our colleagues are over worked.
- 5.6 TE raised concerns around flexible working, noting that the decisions were taking too long and were often in favourable to male colleagues.
- 5.7 SBF shared with TE the current work underway to support newly appoint leaders.
- 5.8 ME reiterated that whilst he acknowledges the financial situation realistically Unison cannot accept anything under inflation.
- 6 MH highlighted that while the Unions welcomed the opportunity to engage with Elected Members, it was also frustrating that there is little real engagement
- 6.1 ND reminded the Unions that this was a democratic process and that he was unable to comment, but that he would encourage the TU's to take the opportunity to meet with Elected Members at the forthcoming meetings of the Joint Consultative Committee and Employment Matters Committee.
7. CM commented that the pay claim was solely based on Unison and encouraged the Unison to consider speaking with GMB. CM highlighted the need to bring these to the table as quickly as possible so papers could be prepared within the statutory timetables for Member consideration.
- 7.1 SBF shared the contact details of the new GMB rep and informed TE and MH that she had provided their details.
- 7.2 CM confirmed she would check with Perry Holmes if the EMC meeting can still go ahead given purdah.