

HARBOROUGH DISTRICT COUNCIL
MINUTES OF THE MEETING
OF THE EMPLOYMENT COMMITTEE

held in

The Council Chamber, The Symington Building, Adam and Eve Street, Market Harbourough

Monday 29th October 2018

commencing at 6.30p.m.

Present: Councillor King (Chairman).

Councillors: Bateman, Beesley-Reynolds, Dunton & Johnson..

Officers: B. Jolly, R. Jenner & G. Keeping.

ELECTION OF CHAIRMAN

RESOLVED: that Councillor King be elected Chairman of the Committee for the 2018/19 year.

APPOINTMENT OF VICE-CHAIRMAN

RESOLVED: that Councillor Dunton be appointed Vice-Chairman of the Committee for the 2018/19 year.

APOLOGIES FOR ABSENCE

Apologies were received from Councillors Brodrick and Modha.

MINUTES OF MEETINGS

RESOLVED: that the minutes of the meeting of the Employment Committee held on 8 November 2017 be approved and signed by the Chairman as a true record.

NEW PAY SPINE EFFECTIVE FROM 1ST APRIL 2019

The Committee considered an officer report on the new National Joint Committee (NJC) Pay Spine, effective from 1st April 2019.

In July 2015 the Government made a commitment to increase the National Living Wage (NLW) to 60% of median earnings by 2020. To address this, an agreement was reached on the 10th April 2018 between the National Employers and the NJC Trade Union Side on rates of pay applicable from 1 April 2018 and 1 April 2019. The NJC pay agreement for 2018-20 includes the introduction of a new pay spine from 1 April 2019; Harbourough District Council adopts the NJC pay scales.

The Committee considered two options on how to implement the new pay spine from 1 April 2019:

- Option A - to award the annual increment where applicable and then assimilate onto the new pay spine with effect from 2019; or

- Option B - to assimilate onto the new pay spine and then award the annual increment where applicable with effect from 2019.

The report recommended that the Council adopt Option A, as due to a number of officers already at the top of their current grade the cost difference between the two options was minimal, The Committee noted that Option A cost £541.44 less to implement than Option B.

After discussion, the Committee

RECOMMENDED TO COUNCIL: that Option A, as detailed in paragraph 5.10 of the report and set out in Appendix A regarding the introduction of the new NJC Pay Spine effective from 1st April 2019, be adopted.

The Meeting ended at 6.42p.m.