
Employment Panel

Report of the meeting held on 26th July 2010

Matters for Information

6. ANNUAL PAY AWARD 2010/11

(The following item was considered as a confidential item under paragraph 4 of Part I of Schedule 12A to the Local Government Act 1972).

Having regard to the findings of a study by the Employment Advisory Group regarding current remuneration practices which also had taken into account other local and national factors, the Panel has concluded their negotiations with Employee Side representatives concerning the 2010/11 pay award.

Accordingly the Panel has agreed to make the following award to Council employees for the year commencing 1st April 2010:-

- ◆ no increase in pay for staff on Grades 1 - 9;
- ◆ £91 for staff on Grades 10 - 11; and
- ◆ £182 for staff on Grades 12 - 15.

7. REDUNDANCY POLICY

As part of its programme of review of the Council's human resources policies and procedures, the Panel has considered the content of the Redundancy Policy. This was particularly pertinent given the current legislative and economic climate. It is essential that the Council has robust and transparent processes in place to ensure it can respond with confidence to future change and challenge. With this in mind, the Panel has approved for the purposes of consultation with employees, a revised Redundancy Policy which makes provision for compensatory payments for compulsory redundancy. The draft Policy also seeks to balance both Council and employee interests, capture best practice and incorporate the legislative change which has occurred since the last policy was approved.

It is the objective of the Policy to -

- ◆ maintain the transparency of the processes undertaken by the Council where redundancy is considered;
- ◆ outline the process necessary in terms of formal consultation and alternative actions that should be followed through the consultation process with employees and their representatives where redundancy arises;

- ◆ confirm the responsibility of employees, Managers, Heads of Service, Chief Officers and the Human Resources & Payroll Service throughout the process; and
- ◆ highlight the legal obligations the Council has as an employer and prompt consideration of the effect any decision taken under the policy might have in terms of the provision of services.

Having regard to the Council's ongoing savings and efficiency programme, the Panel also has endorsed the principles of a time limited Voluntary Release Scheme which has been designed to encourage employees to apply for voluntary redundancy.

Consultation with employees and their representatives on the revised Policy and the proposed enhanced release scheme ended on 2nd September 2010. It is proposed that the outcome will be considered by the Employment Panel at its next meeting on 27th September 2010.

P A Swales
Chairman