

## **PERSONNEL COMMITTEE**

### **Extract from the MINUTES OF THE MEETING HELD ON MONDAY, 17 SEPTEMBER 2018**

**Councillors Present:** Pamela Bale (Chairman), Richard Crumly (Vice-Chairman) and

Mollie Lock (Substitute) (In place of Jeff Brooks)

**Also Present:** Robert O'Reilly (Head of Human Resources) and Moira Fraser (Democratic and Electoral Services Manager)

**Apologies for inability to attend the meeting:** Councillor Dennis Benneworth and Councillor Jeff Brooks

**Councillor Absent:** Councillor Carol Jackson-Doerge

#### **PART I**

#### **3. Minutes**

#### **4. Declarations of Interest**

#### **5. Transgender Policy**

#### **6. Implementing the 2019 Pay Award**

The Committee considered a report (Agenda Item 6) which provided an explanation of the changes to the National Joint Committee (NJC) pay spine which would take effect on 1<sup>st</sup> April 2019 and how this would affect the Council. The report also recommended changes to the current pay policy of the Council to facilitate the implementation of the 2019 pay award on the new pay spine.

There were two options available to local authorities in implementing the pay award on the new spine:

- Option A was to allow employees who were not already at the top of their grade to move up ("increment") one point on the 'old' spinal point column and then to assimilate them to the new spinal point column.
- Option B was to assimilate employees to the new spinal point column and then allow employees who were not already at the top of their grade on the new spine to move up ("increment") one point on the new spinal point column.

The NJC guidance stated that each local authority had to decide which option to take.

Finance had modelled the two options and recommended Option B as the least expensive way to implement the 2019 pay award for corporate employees. If Option B was approved by the Personnel Committee it would also be applied to support staff in all maintained schools. Councillor Mollie Lock was concerned about the impact that this could have on schools budgets.

***The report also took the opportunity to look at the West Berkshire Living Wage Supplement. This was a non-contractual discretionary payment to top up the hourly rate of the lowest spinal column points. The 2018 and 2019 pay awards had addressed the same issue and it was therefore recommended that the West Berkshire Living Wage Supplement should be frozen at its current rate from 1<sup>st</sup> October 2018. This was to avoid unplanned changes to wage differentials in future and risks around unequal pay.*** The Council 'shadowed' the NJC pay award for all its employees (except teachers) with the exception of the Chief Executive which shadowed the national pay award for Chief Executives. It was recommended that this anomaly was ended and from 1<sup>st</sup> April 2019 all employees,

including the Chief Executive, should receive the same pay award which shadowed the NJC pay award.

RESOLVED that:

1. Option B be adopted by the Council.
2. From 1<sup>st</sup> April 2009 all employees, including the Chief Executive, to receive the same pay award which shadowed the NJC pay award.
3. ***The 'West Berkshire Living Wage Supplement' be frozen at its current rate from 1<sup>st</sup> October 2018 to avoid unplanned changes to wage differentials in future; and to recognise that schools have not signed up to the "West Berkshire Living Wage Supplement" which has created an equal pay risk.***