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Our Ref: GN  
Your Ref: UB49

Chief Executive

Chairman of Personnel Committee

cc. Members of Personnel Committee

**Mark Cullinan**  
**Chief Executive**

Town Hall  
Dalton Square  
LANCASTER LA1 1PJ

DX63531 Lancaster

31<sup>st</sup> August 2007

Dear Councillor Bray

### **URGENT BUSINESS – PAY NEGOTIATIONS**

I am writing to consult you on the attached report to establish the Council's position with regard to the current pay round and next year's pay negotiations in accordance with the Council's Urgent Business Procedure.

The urgency for this decision is that as Chairman of the Personnel Committee you are the Council's representative on the North West Employers Organisation and will be attending its annual meeting on the 10<sup>th</sup> September. You have been asked to indicate the Council's position in relation to the current pay round and next year's pay negotiations. It is therefore necessary to formalise the Council's position before the annual meeting.

The recommendations are:

- (1) That it be agreed that the Council's position on the current pay round is that the Council will continue to be guided by the national Local Government Employers (LGE) organisation, but would hope that any settlement would be within the 2.95% increase for which budget provision has been made.
- (2) That it be agreed that the Council's position for future years is that a one year deal in 2007 should pave the way for a more comprehensive multi-year deal in 2008. the Council welcomes and relies on the experience and judgment of the LGE and the Local Government Association (LGA) in negotiating national agreements, but would welcome a "total rewards" approach to future pay agreements.

All Members of the Personnel Committee are to be consulted on this report before you make your decision. I have asked all Members of the Committee to contact you by 5.00pm on Wednesday 12<sup>th</sup> September 2007 if they wish to make any representations to you on this report. After this deadline please could you complete the attached slip, signifying whether you are in agreement with the recommendations or not, and return it to the Town Hall as soon as possible.

In the meantime, could you please telephone Stephen Metcalfe on 582073, or e-mail smetcalfe@lancaster.gov.uk, with your decision.

Yours sincerely,

**CHIEF EXECUTIVE**

**Enc.**

**URGENT BUSINESS UB49 – PAY NEGOTIATIONS**

Councillor Consultation

\*I am/~~am not~~ (**\*please delete as appropriate**) in agreement with the recommendations:

- (1) That it be agreed that the Council's position on the current pay round is that the Council will continue to be guided by the national Local Government Employers (LGE) organisation, but would hope that any settlement would be within the 2.95% increase for which budget provision has been made.
- (2) That it be agreed that the Council's position for future years is that a one year deal in 2007 should pave the way for a more comprehensive multi-year deal in 2008. the Council welcomes and relies on the experience and judgment of the LGE and the Local Government Association (LGA) in negotiating national agreements, but would welcome a "total rewards" approach to future pay agreements.

Signed: Councillor Susan Bray -----

Name: Susan Bray -----

Position Held: Chairman of Personnel Committee-----

Dated: 6<sup>th</sup> September 2007 -----

Chief Executive Decision

\*I agree/~~do not agree~~ (**\*please delete as appropriate**) to exercise my delegated authority and give approval:

- (1) That it be agreed that the Council's position on the current pay round is that the Council will continue to be guided by the national Local Government Employers (LGE) organisation, but would hope that any settlement would be within the 2.95% increase for which budget provision has been made.
- (2) That it be agreed that the Council's position for future years is that a one year deal in 2007 should pave the way for a more comprehensive multi-year deal in 2008. the Council welcomes and relies on the experience and judgment of the LGE and the Local Government Association (LGA) in negotiating national agreements, but would welcome a "total rewards" approach to future pay agreements.

Signed: Mark Cullinan-----

Chief Executive

Dated: 6<sup>th</sup> September 2007 -----

Please return to: Sharon Marsh,  
Democratic Services,  
Town Hall,  
Dalton Square,  
LANCASTER. LA1 1PJ