

# PERSONNEL COMMITTEE

## Pay Negotiations - Urgent Business Report and Further Consideration

18<sup>th</sup> September 2007

### Report of Head of Democratic Services

#### PURPOSE OF REPORT

To advise Members of action taken by the Chief Executive, in consultation with the Chairman of the Personnel Committee, and to enable the Committee to discuss the Council's position further with regard to pay negotiations.

This report is public.

#### 1. RECOMMENDATION

- That the action taken by the Chief Executive, in consultation with the Chairman of the Personnel Committee, in relation to pay negotiations, be noted, and that the Committee consider the Council's position further, and in particular consider any feedback from the annual meeting of the North West Employers organisation.

#### 2. Summary of Decision

##### Pay Negotiations

The terms of reference of the Personnel Committee include considering and responding to consultation requests in respect of national pay negotiations.

The Chairman of the Committee is the Council's representative on the North West Employers organisation (NWE), and had been invited to attend the NWE annual meeting on the 10th September 2007. She had been requested by NWE to be in a position to indicate the Council's position in relation to the current pay round and next year's pay negotiations, and accordingly it was necessary to formalise the Council's position before the annual meeting.

A decision was required as a matter of urgency, as the meeting was on the 10th September 2007, , prior to the next meeting of the Committee. It was, therefore, necessary to formalise the Council's position before the annual meeting.

The urgent business report had been circulated to all members of the Personnel Committee before the decision was taken under the urgent business procedure.

Following consultation with the Chairman of the Committee it was agreed: -

- (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.

### 3. Conclusion

Approval was given to the above action, which is reported to this meeting in accordance with the City Council's Constitution. However, as the topic is clearly an important one for the Council and the Committee, a copy of the urgent business report and appendix is attached, and Members may wish to take this opportunity of discussing the Council's position further, and in particular, considering any feedback that the Chairman may have from the meeting on the 10th September.

#### **CONCLUSION OF IMPACT ASSESSMENT**

**(including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)**

None specifically relevant to this report.

#### **FINANCIAL IMPLICATIONS**

The budgetary provision for the current and future years is for a 2.95% pay increase.

1% of the pay bill amounts to about £200K for General Fund services, and around £30K for Council Housing.

#### **SECTION 151 OFFICER'S COMMENTS**

The Section 151 Officer has been consulted and has no further comments.

#### **LEGAL IMPLICATIONS**

The report has been provided in accordance with the Council's Constitution.

#### **MONITORING OFFICER'S COMMENTS**

The Monitoring Officer has been consulted and has no further comments.

#### **BACKGROUND PAPERS**

1. Letter to the Chairman of the Personnel Committee dated 31<sup>st</sup> August 2007.

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