

Pay & Reward Project Update

SUMMARY

- 1.1 This report updates the committee on the current position in respect of implementing the National Single Status agreement for staff employed in Council Directorates.
- 1.2 The Director of Human Resources and Business Support will provide an oral update to the Committee on arrangements for implementation.

RECOMMENDATIONS

- 2.1 To note the current position on implementing the National Single Status Agreement for staff employed in Council Directorates.
- 2.2 Agree that a further report is submitted to the next meeting of the Committee to confirm the final package of terms and conditions implemented for employees in Council Directorates.

REASONS FOR RECOMMENDATIONS

- 3.1 This report provides feedback to the Committee on the current status of the implementation of the National Single Status Agreement.

SUPPORTING INFORMATION

- 4.1 At its meeting on 18 July 2013 the Committee approved a package of proposals to harmonise terms and conditions of employment for all employees falling under the purview of the National Joint Council for Local Government Employees. The Committee also agreed to grant delegated authority to an Employer's Side Negotiating Panel to progress consultation with the Trade Unions with a view to implementing a revised pay and grading structure and package of revised terms and conditions to apply to all Council employees within scope of the Pay & Reward Project with a target implementation date of April 2014.
- 4.2 Discussions with the Trade Unions have been ongoing since July 2013 and the Council is now at a point of implementing the new pay and grading structure effective from April 2014.

OTHER OPTIONS CONSIDERED

5.1 None

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Service Director(s) Other(s)	Janie Berry, Directory of Democratic and Legal Services Karen Jewell, Director of Human Resources and Business Support
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For more information contact: Background papers: List of appendices:	Jon Redfern, Pay and Reward Project Manager 01332 643689 e-mail jonathan.redfern@derby.gov.uk None
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IMPLICATIONS

Financial and Value for Money

- 1.1 Adoption of arrangements proposed in this report will enable the Council to implement a new pay and grading structure in a timely manner and provide an objectively justifiable defence against potential future equal pay claims.

Legal

- 2.1 The adoption of a new pay and grading structure is necessary to ensure compliance with the Equality Act 2010 and guidance issued by the equality and Human Rights Commission (EHRC) and will enable the Council to manage equal pay liabilities. ACAS guidance advises that Employee Appeals should be heard without unreasonable delay.

Personnel

- 3.1 As set out in the report.

Equalities Impact

- 4.1 An Equality Impact Assessment has been carried out on the proposed new Pay and Grading structure and this demonstrates that the proposals have the effect of narrowing the gender pay gap in the Council.

Health and Safety

- 5.1 None

Environmental Sustainability

- 6.1 None

Asset Management

- 7.1 None

Risk Management

- 8.1 The measures proposed in this report will enable the Council to implement new pay and grading structure in a timely manner and provide an objectively justifiable defence against potential future equal pay claims.

Corporate objectives and priorities for change

9.1 COD1