



GENERAL PURPOSES COMMITTEE REPORT

Report Title	Amendments to entitlement for staff and pay award 2020
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AGENDA STATUS: PUBLIC

Committee Meeting Date:
29th June 2020

Policy Document:

Directorate:

Accountable Cabinet Member:

1. Purpose

- 1.1 This report details the proposed changes by Future Northants Programme to align the Pay Protection Policy for the Northampton Borough Council to that of the County Council
- 1.2 This report details the proposed changes by Future Northants Programme to align the Redundancy multiplier to that of the County Council
- 1.3 This report requests that the committee endorses the pay award for 2020.

2. Recommendations

- 2.1 That the committee approves the proposed change to the Borough Councils Pay Protection policy from its present 12 months full pay with an additional 3 months half pay to the recommended 12 months full pay with an additional 6 months half pay.
- 2.2 That the committee considers and accepts the proposed change to the Redundancy Multiplier from the previous Multiplier of 1 to the recommended Multiplier of 1.5 x statutory number of weeks that are calculated as based on the number of years continuous service and age at the point of redundancy.
- 2.3 That the committee endorses the 2% pay award for 2020 – paper delayed due to Covid-19.

3. Issues and Choices

3.1 Report Background

- 3.1.1 The Future Northants Programme Board (made up of the Chief Executives of the local authorities plus various officers from the Programme Management Office) met in March 2020 to discuss the possible alignment of some of the terms and conditions of pay policies which varied within the Districts and Boroughs that will form the West Northamptonshire Unitary Council.
- 3.1.2 It was identified that Northampton Borough Council's policy on Pay Protection for 12 months on full pay and 3 months of half pay was less than the other Councils within the West Northants area where pay protection of 12 months on full pay and 6 months on half pay was operating.
- 3.1.3 It was also identified that Northampton Borough Councils Redundancy Policy did not give a multiplier of x 1 and just gave the statutory payment in terms of weeks for years' service, and the actual pay to be used for the redundancy calculations. Northamptonshire County Council has a multiplier of 1.5 within its redundancy policy.
- 3.1.4 The pay award was agreed at full council and ratified by the trade unions at 2%, however due to Covid-19 it was not possible to bring this to the General Purposes Committee prior to the award being paid to staff.

3.2 Issues

- 3.2.1 To align the Boroughs, pay protection policy with that of Northamptonshire County Councils' will give increased protection to our staff in any restructures when they are TUPE'd across to their new employment in the Unitary Authority when it comes into existence. To not do this will run the real risk of losing staff to other employers because our staff without the proposed changes will feel disadvantaged.
- 3.2.2 In relation to the redundancy multiplier proposal being increased to 1.5 from 1.0, this will also give our staff a sense of confidence in knowing that in any selection or redundancy situation, they will be given parity with the county council as recommended in this report. If the committee does not agree with this alignment, then employees from this council are disadvantaged financially as a result of any restructure and consequent redundancy.
- 3.2.3 Committee will note that the local pay award of 2% to all staff was approved by Full Council and has been agreed by both the GMB and UNISON Unions after balloting their respective membership.

3.3 Choices (Options)

- 3.3.1 The borough council can choose to maintain its current policies and employment processes and not align with the county councils existing pay protection policies and as stated above this will disadvantage our staff. Obviously, not doing anything will result in reduced costs when redundancy and TUPE come into effect.

4. Implications (including financial implications)

4.1 Policy

4.1.1 Policy implication is that both the pay protection and redundancy policies would need to be amended and replaced.

4.1.2 There is additional cost to these recommendations resulting from the increased payment of 0.5 for redundancy increases and the additional 3 months half pay in terms of pay protection.

4.2 Resources and Risk

None at this stage, but these may arise in the future when there are consequent restructures and redundancies on transfer to the new authority.

4.3 Legal

4.3.1 Legal

The Council must comply with the requirements of the Localism Act 2011 to produce and publish a Pay Policy Statement supplement, and this includes all the existing duties and responsibilities of the Council as an employer, particularly its responsibilities under the Equality Act 2010 to avoid discrimination and provide equal pay. Since the Pay Policy Statement contains policies concerned with remuneration rather than information relating to individuals, the provisions of the Data Protection Act are not engaged and there are therefore not any grounds upon which to exclude the public when Members are considering the Pay Policy Statement.

Councils are required, under the Localism Act 2011 to comply with the terms of the Pay Policy document, failing which any payments made to staff may be unlawful.

4.4 Equality

4.4.1 None

4.5 Consultees (Internal and External)

Future Northants Programme Board
GMB
Unison
CMB

4.6 Environmental Implications (including climate change issues)

4.6.1 None

4.7 Other Implications

None

5. Background Papers

5.1

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