

NORTHAMPTON BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

Tuesday, 26 March 2013

PRESENT: Councillor Patel (Chair); Councillor Parekh (Deputy Chair);
Councillors Aziz, Begum, I. Choudary, Duncan, Golby and Oldham.

1. APOLOGIES

Apologies were received from the Chief Executive.

2. MINUTES

The minutes of the meeting held on 29 January 2013 were approved and signed by the Chair.

3. DECLARATIONS OF INTEREST

There were none.

4. DEPUTATIONS / PUBLIC ADDRESSES

There were none.

5. MATTERS OF URGENCY WHICH BY REASON OF SPECIAL CIRCUMSTANCES THE CHAIR IS OF THE OPINION SHOULD BE CONSIDERED

There were none.

6. REVISED TERMS AND CONDITIONS OF SERVICE FOR CRAFT EMPLOYEES

The Head of Business Change presented a report seeking approval for the application of Northampton Borough Council's current pay and conditions of service to employees of the Council covered by the Joint Negotiating Committee for Local Authority Craft and Associated Employees (Red Book). The craft employees are employed by the Housing Service and the Cabinet Member for Housing and the Director of Housing were present to answer any questions members might have.

The Head of Business Change stated that the period for pay protection arrangements was 1 May 2013 to 30 April 2014, as set out in the report, and that the period referred to in the appendix (beginning and ending one month earlier) had been superseded since the Terms and Conditions of Service for Craft Employees had been updated.

It was noted that there was not agreement between the various trade unions representing the craft employees on the proposals. A number of meetings had been held with the trade unions since September 2012 but UNISON and UNITE had

chosen not to attend the meetings.

It was proposed to present the proposals directly to the craft employees. Simultaneously a s188 notice would be served on the trade unions to go through a formal 30 days consultation process. Ultimately, if no collective agreement was reached, then the Council could choose to terminate the existing terms and conditions for craft employees and issues new terms and conditions.

It was also noted that if, during the protected period, employees engaged in the training offered and moved to the higher position of multi task levels, there would be 82% gainers and 18% losers under the proposals;

RESOLVED:

1. That the proposals to change the conditions of the existing Craft workforce to the NBC conditions of service to employees of the Council covered by the Joint Negotiating Committee for Local Authority Craft and Associated Employees (Red Book) be approved and adopted.
2. That the power to take any direct or indirect actions required to implement the revised terms and conditions and any other issues arising from this report be delegated to the Chief Executive as the Council's Head of Paid Service.
3. That the pay protection arrangements of one year, to run from 1 May 2013 until 30 April 2014, be approved and adopted.

The meeting concluded at 6:09 pm