

North Yorkshire County Council

Chief Officer Appointment and Disciplinary Committee

Minutes of the Meeting held at County Hall, Northallerton on 21 November 2018 commencing at 1.30pm in the Ash Room.

Present:-

County Councillors John Blackie, Eric Broadbent (substitute for Tony Randerson), Gareth Dadd, Caroline Dickinson (substitute for Janet Sanderson), Michael Harrison, Carl Les, Don Mackenzie (substitute for John Weighell OBE), Geoff Webber (substitute for Philip Broadbank).

Officers: Justine Brooksbank – Assistant Chief Executive (Business Support), Daniel Harry – Democratic Services and Scrutiny Manager.

Apologies:-

County Councillors Philip Broadbank, Tony Randerson, Janet Sanderson and John Weighell OBE

Copies of all documents considered are in the Minute Book

1. Appointment of Chairman

Nominations were invited and the appointment made by consensus.

Resolved –

That County Councillor Carl Les be appointed Chairman.

2. Public Minutes of the Meeting held on 24 January 2017

Resolved –

That the public minutes of the meeting held on 24 January 2017 having been printed and circulated, were taken as read, confirmed and signed by the Chairman as a correct record.

3. Declarations of interest

There were no declarations of interest.

4. Public Questions or Statements

There were no public questions or statements.

5. Implementing the National Pay Award - Report of the Assistant Chief Executive (Business Support)

Considered –

The report of Justine Brooksbank, Assistant Chief Executive (Business Support), outlining the proposed changes to the grading structure for officers, under the remit of this committee, as part of Council-wide pay changes to implement a new grading structure in response to the national pay agreement.

Daniel Harry said that the Committee only had the power to make a recommendation to County Council. It could not make a change to policy itself.

Justine Brooksbank introduced the report and outlined the reasons for the proposed changes, how the changes had been developed and what the impact would be, as summarised below:

- This is in response to the requirement to implement a new pay spine as part of the national pay agreement affecting all local authorities
- Consideration has been given to recruitment difficulties in view of low unemployment locally and difficulties recruiting to and retaining professionally qualified posts from a national field
- In some technical/professional areas the Council pays lower rates than other comparable local authorities. In those cases, market supplement and retention payments are often made.
- There is a potential risk that agency costs could rise, as agency workers are used to fill gaps in the Council's workforce. Typically, agency workers cost 25% more than directly hiring staff
- The initial cost of the changes for 2019/20 is some £250k with further annual costs in future years
- The national agreement reached in April 2018 applied a two year pay award of a 2% pay increase to all staff on NJC terms and conditions and a new pay spine.
- The national agreement was bottom loaded so staff on grades at the bottom of the pay spine receive a much higher percentage increase, as much as 16% at the bottom points
- The changes would create longer pay grades, meaning that staff had greater opportunity to progress within a particular grade which is intended to improve retention
- A working group with UNISON and directorate representatives was established in November 2017 in anticipation of a new pay spine and has since met on a regular basis
- There is a proposed change to director pay grades to combine Director 2 and 3 into a single grade. These grades had not been reviewed since 2007.
- The existing differences in the Director 2 and 3 grades has created an equal pay risk.

Justine Brooksbank confirmed that the proposed changes would be considered by Executive at their meeting on 4 December 2018 but that the decision would be made by County Council in February 2019 when the changes will be included in the budget report.

County Councillor Carl Les said that the pay of the Chief Executive would not be considered as part of the proposed changes to the grading structure for officers. The Chief Executive's pay had not changed for 10 years and would be reviewed at a later date. This was at the request of the Chief Executive himself. This was agreed by those present.

County Councillor Geoff Webber noted that during a period of austerity, there would be concerns on the doorstep regarding increases to senior officer pay. The

proposals, however, benefitted all staff and also ensured that there was equal pay at the Director level. In view of this, he expressed his support for the proposal.

County Councillor John Blackie agreed that there was a need to review and change the pay for the Directors as outlined given the job evaluation outcome and that. He noted that at a senior level job content would change over time and this should not require a change in grade each time however as the jobs had last been evaluated in 2007 and the work of local authorities had dramatically changed since then affecting these roles so they are now the same in evaluation terms he supported the changes

County Councillor Eric Broadbent noted that the unions had been involved throughout the development of the proposal and that they seemed happy with the outcome. As such, he was supportive of the proposal.

County Councillor Don Mackenzie said that it was good to see cross-party support for the proposals.

In response to the concerns raised by County Councillor Geoff Webber about increases in pay, Justine Brooksbank said that the number of senior managers at the Council has been significantly reduced over time with 30% less Assistant Directors and less 20% senior managers. This had driven out £6 million in salary costs.

County Councillor John Blackie proposed that the proposed changes to the grading structure for officers as specified in the report be supported by the committee and recommended to County Council.

This was seconded by County Councillor Carl Les and passed by consensus.

The members of the sub Committee commented that the wider proposals to change the grading structure in response to the national agreement were thorough and considered and asked for their compliments on a good piece of work to be passed onto the staff who had worked on it.

Cllr Dadd noted that UNISON had been very involved in developing this and had done so in partnership with council officers which is the way we work together at NYCC.

Resolved –

That the Committee support the proposed changes to the grading structure for officers as specified in the report and recommend this to County Council.

6. Any other business which the Chair agrees should be considered as a matter of urgency because of special circumstances

There was no Any Other Business

Meeting concluded at 2.10pm

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