

**Minutes of a Meeting of the Joint Staff
Consultative Group held on 3
November 2023**

+ Lynn Smith (Chair)
+ Cllr Valerie White (Vice Chair)

+ Cllr Alan Ashbery	+ Keiran Bartlett
+ Cllr Lisa Finan-Cooke	+ Kelly Fidgett
- Cllr Mary Glauert	+ Joe Fullbrook
+ Cllr Mark Gordon	Gillian Riding
Cllr Ying Perrett	+ Anthony Sparks
Cllr Murray Rowlands	Vacancy
Cllr Pat Tedder	Vacancy

+ Present
- Apologies for absence presented

In Attendance: Sally Kipping, Julie Simmonds, Rachel Whillis

18/J Pay Award 2024/25

The Consultative Group was reminded that, at its meeting on 27 October 2023, an offer had been made for a consolidated 4% pay increase for 2024/25. Since that meeting Staff Representatives had conducted a further consultation with staff on this offer and had received 156 responses to the survey. The results showed a mixed response to the proposed offer, with a slight majority expressing dissatisfaction with the offer. A summary of comments provided by staff was noted.

Staff Representatives raised a number of other matters for consideration as part of negotiations, including moving to a 36 hour week and opportunities to buy and sell leave. Suggestions were also made for awarding an additional day's leave during the Christmas week where the offices were already closed, or alternatively awarding staff an additional 'birthday day's leave'; it was, however, noted that Staff Representatives favoured an additional day at Christmas as it was felt this would have less impact on business as the offices were already closed.

Enquiries were also made by Staff Representatives on whether varied pay awards could be agreed for different grades, for example a lower pay award for grades SH31 to SH33, to help offset a higher increase for lower paid grades.

Following separate deliberations, Members advised that at that stage they could not commit to agreeing any additional provisions for leave due to the associated cost implications. It was also reported that Members endorsed a consistent pay award for all grades.

The Group discussed the recommendation that would be made to the Employment Committee and, following deliberations, it was agreed to recommend a consolidated pay award of 4% for 2024/25. It was also agreed to ask the Employment Committee to consider the Staff Representatives' request for an

additional day's leave at Christmas, recognising that this request was not endorsed by Members.

RESOLVED that the Employment Committee be advised to

- (i) recommend to Full Council that a consolidated 4% pay award be agreed for 2024/25; and**
- (ii) consider the request from Staff Representatives that an additional day's leave be agreed, to be taken during the closure of the Council Offices during the Christmas week, and incorporated in Staff Terms & Conditions of Employment.**

Note: Sally Kipping initially joined the Members' breakout room at the commencement of discussions about Staff Representatives' proposals for alternative considerations, but left before any discussions had taken place. She left the meeting due to her greater interest in the deliberations as a member of staff on a grade identified in the items raised for consideration by Staff Representatives.

Chair