

**Minutes of a Meeting of the
Employment Committee held on 16
November 2023**

+ Cllr David Whitcroft (Chairman)
- Cllr Shaun Macdonald (Vice Chairman)

- Cllr Alan Ashbery	- Cllr Sashi Mylvaganam
+ Cllr Lisa Finan-Cooke	+ Cllr Josh Thorne
+ Cllr Mark Gordon	+ Cllr Victoria Wheeler
+ Cllr Leanne MacIntyre	

+ Present
- Apologies for absence presented

Substitutes: Cllr Mary Glauert (In place of Cllr Sashi Mylvaganam), Cllr Helen Whitcroft (In place of Cllr Alan Ashbery) and Cllr Richard Wilson (In place of Cllr Shaun Macdonald)

Members in Attendance: Cllr Cliff Betton, Cllr Lewis Mears, Cllr Pat Tedder and Cllr Valerie White

Officers Present: Damian Roberts, Julie Simmonds, Rachel Whillis.

14/EC Minutes

The minutes of the meeting held on 12 October 2023 were confirmed and signed by the Chair.

15/EC Exclusion of Press and Public

In accordance with Section 100(A)(4) of the Local Government Act 1972 (as amended), the press and public were excluded from the meeting for the following items of business on the ground that they involved the likely disclosure of exempt information as defined in the paragraphs of Part 1 of Schedule 12A of the Act as set out below:

Minute	Paragraph(s)
16/EC	3 - Information relating to the financial or business affairs of any particular person (including the authority holding that information).

16/EC Pay Settlement 2024/25

The Committee was informed that a series of meetings had taken place with the Joint Staff Consultative Group to negotiate a pay settlement for 2024/25. It was reported that following these negotiations the Consultative Group had agreed to request a consolidated 4% pay increase for 2024/25. This had been informed by presentations from Staff Representatives detailing comparative pay at other local authorities, cost of living data, and views from staff on how a pay increase would impact their decision to seek alternative employment. This had been balanced with

recognising the Council's budgetary position, and factors including the impact any award would have on recruitment and retention of staff.

During negotiations, Staff Representatives had requested an additional day's leave, to be taken as part of the Christmas week where the Council Offices were shut. Member Representatives on the Consultative Group had felt unable to endorse the request; they had, however, agreed for it to be referred to the Committee for consideration.

The Committee was reminded that the Christmas closure arrangements provided for the Council to provide an additional day's leave in exchange for staff taking a day of leave, an arrangement that had been formalised as a contractual entitlement in October 2022.

Members debated the request and noted the opportunity costs associated with the decision, along with the recent formalisation of an additional day's leave. Consideration was given to granting an additional day's leave in 2023 only but this was not supported by a majority of the Committee. Following discussion the Committee decided not to agree the Staff Representatives' request to award an additional day's leave during the Christmas period to be incorporated into Terms and Conditions of Employment.

RECOMMENDED to Full Council that a consolidated 4% pay award be agreed for 2024/25.

RESOLVED that the request from Staff Representatives that an additional day's leave, to be taken during the closure of the Council Offices during the Christmas week, and incorporated in Staff Terms & Conditions of Employment not be agreed.

Chair