

NORTHAMPTON BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

Tuesday, 28 October 2008

PRESENT: Councillor Collins (Chair); Councillor Garlick (Deputy Chair);
Councillors Duncan, Edwards, Hollis and Matthews

1. APOLOGIES

Apologies were received from Councillor Chaudury, Davies and I Markham.

2. MINUTES

The minutes of the meeting of the Committee held on 9 September 2008 were signed by the Chair.

3. DEPUTATIONS / PUBLIC ADDRESSES

None.

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

None.

5. EXCLUSION OF PUBLIC AND PRESS

The Chair moved that the public be excluded from the remainder of the meeting on the grounds that there was likely to be disclosure to them of such categories of exempt information as defined by Section 100(1) of the Local Government Act 1972 as listed against such items of business by reference to the appropriate paragraph of Schedule 12A to such Act.

The Motion was Carried.

6. PROPERTY MAINTENANCE PAY AND PRODUCTIVITY LOCAL AGREEMENT

The Director of Housing submitted a report that set out a proposed new Pay and Productivity Local Agreement for Trades (Craft) staff within the Property Maintenance Unit of Landlord Services. The Director described the history of this Unit and the problems that the Agreement was seeking to address. Extensive meetings had been held with the Trades Unions over the summer and a Performance Review Scheme linking pay to productivity had been agreed as set out in section 14 of the proposed Agreement; the outcome of this being performance assessed against both productivity and quality assurance. There were some

remaining areas to be agreed eg call-out and standby pay and arrangements.

Assuming the Committee's approval of the Agreement it would be formally consulted upon with the Trades staff who would vote on it. Assuming a favourable vote, it was proposed that a five to six month implementation period would take place to allow for recruitment to vacant posts, training and IT systems testing before full implementation on 1 April 2009. It was noted that the regional Trades Union representatives had been particularly helpful in supporting the Agreement. A scheme management group which would include the Head of Service, Team Leader and Union representation would monitor the implementation of the Agreement and where possible resolve any issues immediately. The Portfolio Holder would be briefed as the project progressed and there would be reports to Cabinet and Council as appropriate.

In respect of equalities issues the Agreement would ensure that individuals were rewarded fairly and transparently based on their performance. Management Board had already agreed that the need for an Agreement within Property Maintenance could not wait for the Single Status project but that Single Status would influence what happened to the Agreement after its initial three year life. Reference was made to Appendix C and the pay modelling assumptions, which showed that if productivity was at the median then the costs would be broadly the same as now.

- RESOLVED:**
- (1) That approval be given to the final draft Property Maintenance Pay and Productivity Local Agreement as appended to the report.
 - (2) That it be noted that the appendices to the Agreement covering such issues as call out/standby payments are to be negotiated and agreed between the Director of Housing and the Trades Unions during the transitional period leading up to full implementation and that proposals in relation to these will be reported to the Committee for approval in due course.
 - (3) That a further report be submitted to the Committee in March 2009 in respect of progress on the implementation of the Agreement.

The meeting concluded at 18.57 hours