

## **NORTHAMPTON BOROUGH COUNCIL**

### **GENERAL PURPOSES COMMITTEE**

**Tuesday, 28 June 2016**

**PRESENT:** Councillor Sargeant (Chair); Councillor Kilbride (Deputy Chair);  
Councillors Parekh, Aziz, Marriott, Russell, Stone and Eales

#### **1. APOLOGIES**

Apologies were received from Councillor Shaw and Councillor Gowen whom Councillor G Eales substituted for.

#### **2. MINUTES**

The minutes of the previous meeting were agreed and signed by the Chair.

#### **3. DECLARATIONS OF INTEREST**

Councillor Kilbride declared a personal non-pecuniary interest in Item 7 as a Board Member of NPH.

Councillor Sargeant declared a personal non-pecuniary interest in Item 7 as his partner is a member of the GMB Union. He also declared an interest as a member of the Guild of Freemen of Northampton.

Councillor Stone declared a personal non-pecuniary interest in Item 7 as a member of Unison.

Councillor Russell declared a personal non-pecuniary interest in Item 7 as her partner is a member of the GMB Union.

#### **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**

None

#### **6. 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.

## **7. PAY AWARD 2016/17 & 2017/18**

The Chief Executive submitted a report and elaborated thereon. It was explained that they were still waiting for the Trade Unions to respond but that if the pay offer is agreed by the Trade Unions the Council would implement the proposed increase as soon as possible so that employees got the benefit expeditiously. It was noted that the pay claims put forward by the Trade Unions was unaffordable to the Council and could not be budgeted for.

In response to questions asked, the Chief Executive confirmed that the 1% increase would be without other changes to conditions and should the trade unions not accept the proposed award, he would not implement the offer and would speak to the Chair to consider calling another Committee meeting. He noted that there had not been a significant level of disagreement from the Trade Unions and responding to further questions stated that a review of the Terms and Conditions changes implemented in April 2015 is underway and that a report would be brought back in due course

### **RESOLVED:**

1. That the recommendation to agree the 2016/17 and 2017/18 pay offer for implementation on 1<sup>st</sup> April 2016 and 1<sup>st</sup> April 2017 be agreed pending Trade Union agreement.
2. That the recommendation that the Council continues to reflect the Living Wage for directly employed staff paid under the Living Wage, currently £8.20 per hour, in line with the approved policy of the Council be agreed.

<

The meeting concluded at 6.27pm