

**MINUTES OF THE EMPLOYMENT COMMITTEE MEETING  
HELD AT 7.00PM, ON  
17 JANUARY 2018  
BOURGES/VIERSEN ROOM, PETERBOROUGH**

**Committee Members Present:** Holdich (Vice-Chairman), Councillors Fitzgerald, Ayres, Coles, Jamil, Hemraj and Hogg

**Officers Present:** Karen Craig                      Senior Reward Officer  
Mandy Pullen                      Assistant Director HR & OD  
Dan Kalley                      Senior Democratic Services Officer

**1. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Nadeem, Lamb and Amjad Iqbal  
Councillors Ayres, Coles and Hemraj were in attendance as substitutes.

**2. DECLARATIONS OF INTEREST**

No declarations of interest were received.

**3. MINUTES OF THE MEETING HELD ON:**

**3a. 7 DECEMBER 2018**

The minutes of the meeting held on 7 December 2018 were agreed as a true and accurate record

**3b. 17 DECEMBER 2018**

The minutes of the meeting held on 17 December 2018 were agreed as a true and accurate record

**4. NEW PAY SPINE - STANDARD NATIONAL JOINT COUNCIL (NJC) PCC SALARY GRADES**

The Committee received a report in relation to the New Pay Spine for PCC salary grades.

The purpose of the report was for the Committee to agree the new pay scales to ensure these were implemented on 1 April 2019.

The Assistant Director HR and Organisational Development introduced the report and made the Committee aware of the new pay scale proposals for the Council. It was stated that under current arrangements the Council had to follow the NJC pay scales as set out nationally. Over the past few years the lower pay points had been uplifted to ensure they were above the national minimum living wage. The NJC had stated that going forward this was no longer appropriate. The new proposals were put forward to

ensure that the Council could meet the national minimum wage that was set out, anticipated to be £9 per hour by 2020. A joint working party made up of representatives from HR, the Trade Unions and Finance had formulated a number of costing models.

The Senior Reward Officer informed the Committee that the new pay grades had to be devised to fit the new pay points that had been agreed nationally.

The Committee were informed that the Council had looked at six different ways of making this work for Peterborough. Various factors had been taken into account including considering the gender balance and making sure the model was affordable. The Council had also operated in protecting the lowest paid. The proposed pay scales had been formulated to try and make it as much like before as possible. Complex modeling had been undertaken to look at the costs. The first four approaches suggested wouldn't work for various reasons and therefore a further two proposals were formulated. The suggested proposal was supported by trade unions, directors and by finance. The proposal had been approved by the national union office.

Members were directed to approach F in the report as the approach that was considered the best fit for the Council.

The Employment Committee debated the report and in summary the key points highlighted included:

- It was going to cost the Council £5,000 more by agreeing to approach F instead of approach E.
- It was not possible to agree approach E as this would create more than 6 spinal points for some grades and this would discriminate younger workers as it would take them longer to reach the maximum point in the grade.
- The decisions taken would not require any further negotiation with staff as this was not moving away from the national approach. The shift to the new scales closely mirrored the old scales.
- Peterborough was ahead of other Councils in terms of the process for rationalising the new pay scales. Work had been carried out with the East of England Government Association and Cambridgeshire County Council to understand their views and input.
- The scales used were different from those at Cambridgeshire County Council and therefore could not be compared in this situation.

**RESOLVED:**

The Employment Committee **RESOLVED** to:

- 1) Approve the implementation of the revised pay scale on 1 April 2019.
- 2) Agree to assimilate staff on to the revised pay point and then apply the increment to those who are entitled to an increment.

Chairman  
7pm – 7.23pm