

GENERAL PURPOSES AND LICENSING COMMITTEE

Minutes of the special meeting held at 7.30 pm on 25 February 2021

Present:

Councillor Pauline Tunnicliffe (Chairman)
Councillor Stephen Wells (Vice-Chairman)
Councillors Gareth Allatt, Vanessa Allen, Mary Cooke,
Robert Evans, Kira Gabbert, Josh King,
Christopher Marlow, Russell Mellor, Tony Owen,
Neil Reddin FCCA, Melanie Stevens, Harry Stranger and
Michael Turner

Also Present:

Councillor Simon Fawthrop

137 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

All Members were present and there were no apologies for absence.

138 DECLARATIONS OF INTEREST

Councillor Simon Fawthrop declared an interest in minute 140 as his wife was employed by the Council.

139 QUESTIONS

No questions had been received.

140 2021/22 PAY AWARD

Under the terms and conditions of employment framework, the General Purposes and Licensing Committee was required to make a recommendation on the annual pay award to full Council. The annual pay award review formed part of the Council's annual budget planning process. This had been a key driver for coming out of the national and regional pay negotiating frameworks in 2012. The chairman welcomed the proposed increase, and the additional money set aside for merit awards, as these were a small way of appreciating the efforts of staff in the face of the challenges of the last year.

Although the 2% increase was in principle paid to all staff, the Committee appreciated that this could be withheld in exceptional circumstances where performance was poor. These instances would be evidenced, and the staff involved would be being assisted to improve their performance. The number of cases each year was very small compared to the size of the workforce, but

officers would provide further statistics on this. This was part of the local scheme and it was not necessary to change recommendation (1) (i).

The merit award scheme was based on recommendations from front-line managers, moderated at more senior levels. Staff received awards of varying amounts - gold, silver and bronze, paid in the form of vouchers. These additional payments were non-pensionable, but were subject to income tax and National Insurance. The £200k budget was normally spent, so doubling the amount available would enable managers to spread the rewards to more staff following a year where most staff had performed well in the face of unprecedented challenges.

In response to questions, officers confirmed that the Council had supported staff to work from home with new laptops, “goody-bags” of related equipment and reasonable expenses.

RESOLVED that

(1) Council be recommended to approve the following –

- (i) A flat 2% pay increase for all staff (excluding teachers who are covered by a separate statutory pay negotiating process.)**
- (ii) An additional one day annual leave, non-consolidated, for 2021/22.**
- (iii) An additional £200k towards Merited Awards for 2021/22, bringing the total to £400k for rewarding staff for exceptional performance.**
- (i) That the Trade Unions’ pay claim for staff be rejected.**

(2) It is noted that, as in previous years since coming out of the nationally/regionally negotiated frameworks, Bromley staff will receive the 2021/22 pay increase in time for the April pay.

The Meeting ended at 8.02 pm

Chairman