

Minute 11 from the Minutes of the General Purposes and Licensing Committee meeting held on 29th May 2012

11 LOCALISED PAY AND CONDITIONS OF SERVICE

The annual pay award and various other staff terms and conditions were currently determined via joint employer/trade union negotiations conducted at national (NJC) and regional (GLPC) level. However, now more than ever before, the various challenges facing local authorities differed significantly according to their local circumstances. One effect of this was that the NJC and GLPC negotiating frameworks were hampered by the inevitable difficulties arising from the need for them to attempt to reconcile the different policy approaches and financial circumstances of the various constituent local authorities.

Current challenges facing local authorities included operating with limited and decreasing resources and competing demands. It was therefore essential to ensure that decisions with significant financial implications were controlled locally, and aligned with budget setting processes and performance outcomes. Within this context the report set out proposals aimed at withdrawing Bromley from the national and regional collective bargaining arrangements and introducing localised pay and conditions for all staff except teachers.

The Assistant Chief Executive (HR) would embark on a process of formal consultation with the relevant recognised trade unions, staff and staff representatives.

RESOLVED that the proposals set out in the report be noted and the Assistant Chief Executive (HR) be authorised to progress to formal consultation with trade union and departmental representatives and staff.