

Decision Maker: COUNCIL

Date: Monday 12 November 2012

Decision Type: Non-Urgent Non-Executive Non-Key

Title: LOCALISED PAY AND CONDITIONS OF SERVICE

Contact Officer: Graham Walton, Democratic Services Manager
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Chief Officer: Mark Bowen, Director of Resources

Ward: All

1. Reason for report

- 1.1 Following consultation with staff, trade unions and staff representatives the General Purposes and Licensing Committee has recommended that the Council withdraws from national and regional pay bargaining arrangements and establishes localised pay and conditions for all staff (excluding teachers.)
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2. **RECOMMENDATION(S)**

1 That, from 1 April 2013 or the earliest possible date thereafter, the Council implements localised pay and conditions of service on the following basis:

- (i) Withdraws from the NJC, GLPC and Soulbury Committees and introduces an annual local pay review mechanism to replace the existing national and regional collective bargaining arrangements and the LJNC for Lecturers in Adult Education .**
- (ii) Discontinues the existing PRP scheme for MG staff and ceases to accept a recommendation from Inbucon on the market movement in salary bands for staff on the Bromley Management Grades (MG) - the MG annual salary review will be undertaken via the same single local annual pay review mechanism as all other staff (except teachers.)**
- (iii) Introduces a scheme of discretionary non-consolidated non-pensionable rewards for exceptional performance applicable to all staff; and**
- (iv) Withholds pay increases for under performing staff to reinforce the link between individual performance and pay.**

2 That the Chief Executive is given delegated authority to progress the detailed work necessary to achieve the implementation of localised pay on the basis of the framework set out in recommendation 1 (i)-(iv) inclusive.

Corporate Policy

1. Policy Status: New Policy:
 2. BBB Priority: Excellent Council:
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Financial

1. Cost of proposal: Funding considerations related to any consolidated increase in staff salaries or one-off consolidated rewards will be aligned with and considered as part of the Council's normal budget setting processes.
 2. Ongoing costs: see above
 3. Budget head/performance centre: Council wide staffing budgets
 4. Total current budget for this head: £75m (excluding schools delegated budgets)
 5. Source of funding: Existing and future revenue budgets
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Staff

1. Number of staff (current and additional): The proposals affect all 3,711 employees including 1,339 staff in community and voluntary controlled schools. These figures exclude teachers whose pay and conditions of service are governed by statute and who are therefore outside the scope of this report.
 2. If from existing staff resources, number of staff hours: The officer steering group includes senior managers from service departments, and in addition to HR staff the project also relies on the specialist input of a number of other staff across the Council including financial, legal and payroll services.
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Legal

1. Legal Requirement:
 2. Call-in: Not Applicable: This is a non-executive decision so call in is not applicable.
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Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All staff covered by the proposals are involved directly or indirectly in providing a range of front line services.
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Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: Not Applicable

3. COMMENTARY

- 3.1 At its meeting on 29th May 2012 the General Purposes and Licensing Committee authorised the Assistant Chief Executive (HR) to conduct formal consultation with staff, trade union representatives, departmental representatives and the Staff Side Secretary on localised pay and conditions of service. Following the conclusion of this phase of consultation, a report on the proposals was considered at a meeting of the General Purposes and Licensing Committee on 23rd October 2012. Full details of the proposals are set out in the report, which is attached. The report included the previous (May) report (Appendix 1) and submissions from Bromley Unison (Appendix 2), Mr Glenn Kelly, the Staff-Side Secretary (Appendix 3) and Unite (Appendix 4).
- 3.2 The Committee received oral representations against the proposals from the Staff-Side Secretary, but agreed that they should be recommended to Council for decision.

4. POLICY IMPLICATIONS

- 4.1 See attached report.

5. FINANCIAL IMPLICATIONS

- 5.1 See attached report.

6. LEGAL IMPLICATIONS

- 6.1 See attached report.

7. PERSONNEL IMPLICATIONS

- 7.1 See attached report.

Non-Applicable Sections:	
Background Documents: (Access via Contact Officer)	See attached report Minutes of the General Purposes & Licensing Committee meeting on 23rd October 2012