

## HUMAN RESOURCES COMMITTEE

Minutes of the proceedings at a meeting of the Human Resources Committee held in the Georgian Room, Kendal Town Hall, on Tuesday, 11 December 2018, at 2.00 p.m.

Present

Councillors

Rachael Hogg (Chairman)  
Philip Dixon (Vice-Chairman)

Andrew Butcher  
Dave Khan

Graham Vincent  
Mark Wilson

Apologies for absence were received from Councillors Roger Bingham and Peter Thornton.

Officers

Lawrence Conway	Chief Executive
Lee Hurst	Chief Accountant
Charles Officer	Senior Human Resources Advisor
Debbie Storr	Director of Policy and Resources (Monitoring Officer)
David Sykes	Director People and Places
Una Bell	Assistant Committee Services Officer

### **HR/27 MINUTES**

RESOLVED – That the Chairman be authorised to sign, as a correct record, the minutes of the meeting of the Committee held on 9 October 2018.

### **HR/28 DECLARATIONS OF INTEREST**

RESOLVED – That it be noted that no declarations of interest were raised.

### **HR/29 LOCAL GOVERNMENT ACT 1972 - EXCLUDED ITEMS**

RESOLVED – That the items in Part II of the Agenda be dealt with following the exclusion of the press and public.

### **HR/30 NATIONAL PAY AGREEMENT 2018-20: NEW PAY GRADES**

Charles Officer, the Senior Human Resources Advisor, presented the National Pay Agreement 2018-20 New Pay Grade Report and explained that the authority was part of the National Joint Council for Local Government Services, which nationally negotiated pay and grading. He explained that the National Pay Agreement would be implemented from 1 April 2019 and every Council employee would see an increase in pay of at least 2%. He also explained that the new minimum pay rate would be in line with the National Living Wage of £9.00 per hour, with the exception of apprentices. The Senior Human Resources Advisor informed the Committee that, as a result of the introduction of the new national pay spine, there would be changes to the current pay grade increment system. He

concluded by informing Members that collective consultation had taken place with Trade Unions and Members through the Joint Consultative Panel and the proposals were supported.

The Committee discussed the report and the Senior Human Resources Advisor, Director of Policy and Resources (Monitoring Officer) and the Chief Executive responded to questions raised by Members.

RESOLVED – That

- (1) the new pay spine be endorsed; and
- (2) the implementation of the new pay spine with effect from 1 April 2019 be recommended to Full Council for approval.

### **HR/31 PRESS AND PUBLIC**

RESOLVED - That, under Section 100(A)(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12 A of the Act as amended by the Local Government (Access to Information) (Variation) Order 2006 by virtue of the paragraphs indicated.

### **HR/32 JOINT CONSULTATIVE PANEL**

- *Paragraph 4 - Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under the authority.*

RESOLVED – That the minutes of the meeting of the Joint Consultative Panel held on 27 November 2018 be received.

### **HR/33 HEALTH, SAFETY AND WELLBEING COMMITTEE**

- *Paragraph 2 - Information which is likely to reveal the identity of an individual.*

The Director of Policy and Resources (Monitoring Officer) answered questions raised by Members and in regard to two specific queries, the Director People and Places undertook to provide a response outside of the meeting.

RESOLVED – That the minutes of the meeting of the Health, Safety and Wellbeing Committee held on 16 October 2018 be received.

### **HR/34 CUSTOMER CONNECT PROGRAMME**

- *Paragraph 4 - Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under the authority.*

The Director People and Places presented a verbal update which, following the close of the employee consultation period, outlined the outcomes of the consultation. He informed the Committee that the consultation report had been communicated to all staff. His update

included a PowerPoint presentation which highlighted the scope of the consultation, the number and themes of responses received, the actions arising from the responses and forthcoming key activities for the Customer Connect Programme.

The Director People and Places, the Human Resources Advisor and the Chief Executive responded to questions raised by Members.

Members thanked the Director People and Places for the interim update and agreed that the consultation period had been sensitively managed.

RESOLVED – That the Customer Connect Programme Employee Consultation outcome interim verbal update be received.

**HR/35****RE-ADMISSION OF PRESS AND PUBLIC**

RESOLVED – That the press and public be re-admitted to the meeting.

The meeting ended at 3.05 p.m.