

LOCAL JOINT COMMITTEE
18 JULY 2018
4.00 - 4.20 PM



Present:

Councillors Leake (Chairman) and Allen
David Allais, UNISON
Lorna Cameron, UNISON

Apologies for absence were received from:

Councillors Angell

6. Declarations of Interests

There were no declarations of interest.

7. Minutes from Previous Meeting

The minutes of the meeting held on 2 July 2018 were approved as a correct record.

8. Urgent Items of Business

There were no urgent items of business.

9. Employment Committee: Agenda and Related Matters

i) Annual Review of Bracknell Forest Supplement

The Chief Officer: Human Resources reported that the report addresses the fourth annual reassessment of the Bracknell Forest Supplement which would have taken effect from 1 April 2018. The decision had been delayed due to the delay in confirming the 2018 NJC pay award. Due to the national action on low pay it had been concluded that the Bracknell Forest Supplement was largely irrelevant as the low pay amount was higher than the Bracknell Forest Supplement, therefore there was no longer any staff members in receipt of the supplement. The report recommended to the Employment Committee that they agree to discontinue the local supplement payments.

Unison were supportive of the proposal, however suggested that the matter be kept under review as a change in future pay scales nationally was unknown.

ii) Market Premia Requests For Posts In Corporate Property

The Chief Officer: Human Resources reported that a request would be taken to Employment Committee to request that market premia payments are added to the Head of Property Maintenance post and the post of Strategic Head of Asset Management in the Property department within the Resources directorate. The request had been made due to ongoing failure to appoint any suitable applicants after

3 recruitment attempts to the post of Head of Property Maintenance over an 8 month period. The most recent recruitment attempt had been in the last week, where the post had been advertised with the potential of the 20% market supplement, as a result there had been sixteen applications.

External independent research and internal benchmarking had been undertaken which had suggested that the median salary for the Head of Property Maintenance was up to 20% above the Council's current salary band and the Head of Strategic Asset Management is between 25% and 40% above the salary level that the Council was able to offer.

Unison commented that although a job evaluation had been undertaken in the past few years it was felt that this had not been undertaken with due diligence and not done correctly. Unison felt that they constantly had been involved in conversations regarding pay grading and job evaluations and thought that there had always been a salary issue in Bracknell Forest which was something that need to be looked at closely.

10. **Matters to be Raised by Trade Unions**

No matters were raised by the Trade Unions.

CHAIRMAN