

**LOCAL JOINT COMMITTEE
12 DECEMBER 2018
4.00 - 4.35 PM**



Present:

Councillors Allen, Angell and Worrall
David Allais, UNISON
Keith Roberts, GMB

Apologies for absence were received from:

Councillors Leake

11. Declarations of Interests

There were no declarations of interest.

12. Minutes from Previous Meeting

The minutes from the meeting held on 18 July 2018 were approved as a correct record.

13. Urgent Items of Business

There were no urgent items of business.

14. Employment Committee: Agenda and Related Matters

i) Bracknell grades – National Pay Awards

The Director: Organisational development, Transformation and HR presented a report to UNISON and GMB on the National Pay Award. Prior to the meeting both UNISON and GMB had indicated that they needed to send off the proposal to their regional/national/legal office for review.

However, GMB and UNISON both confirmed that they had decided to reach a local collective agreement on the national pay award as proposed and set out in the report to be implemented by Bracknell Forest Council. The agreement included the caveat from UNISON that the pay grades should be reviewed to see if they could be changed to six steps (ie taking 5 years from bottom to top) to reach the top of the scale rather than seven. ACAS recommendations were that it should be no more than six, as it could be seen as age discriminatory and it was pointed out that it was not proposed to change this element of the pay structure. However if BFC were to implement the national award in full then as the report sets out this would increase the risk of two grades being considerably longer than six ie grade I to eight and grade H to ten spinal column points.

It was noted following questions that staff would have their increment added to their salary before changing to the nearest scale point when the policy was implemented.

GMB have confirmed they were happy to accept the changes proposed.

- ii) The Director: Organisational Development, Transformation and HR presented a report regarding allowing scope to add a market premia to two senior engineering posts within the team due to the posts being vacant for 13 months.

It was noted that 20% would not be offered initially but the scope would be available if necessary. It was acknowledged that market premia payments were used sparingly but it was acknowledged that they were often necessary.

UNISON and GMB agreed to the proposal.

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

No matters were raised by the Trade Unions.

CHAIRMAN