

Cherwell District Council and South Northamptonshire Council

Joint Commissioning Committee

20 July 2017

<p>Notification of Urgent Action 2017/18 Cost of living pay award for the Joint Management Team and Shared Service Managers</p>
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Report of Director Operational Delivery

This report is public

Purpose of report

To inform Members of the decision taken by the then Interim Chief Executive / Head of Paid Service under urgent powers in consultation with the Chairman (Councillor Barry Wood) and Vice-Chairman (Councillor Ian McCord) of the Joint Commissioning Committee to approve the 2017/18 pay award for the Joint Management Team (JMT) and Shared Managers so it coincides with the general award and implementation date.

1.0 Recommendations

The meeting is recommended:

- 1.1 To note the urgent action taken by the Interim Chief Executive / Head of Paid Service to approve the 2017/18 pay award for the Joint Management Team and Shared Managers.

2.0 Introduction

- 2.1 The Interim Chief Executive / Head of Paid Service, in consultation with the Chairman and Vice-Chairman of the Joint Commissioning Committee, used his urgency powers to agree a pay award for the Joint Management Team and shared managers.

3.0 Report Details

- 3.1 Upon the creation of the JMT in 2011, a common pay grade was established across CDC and SNC which was applicable to posts that have senior management responsibility for shared services across both Councils.

- 3.2 JMT and shared service managers received a 1% pay increase in 2013, a further 1% in 2014 and 2015 and a 1.25% increase in 2016.
- 3.3 CDC and SNC employees on grades below the joint manager and shared service manager level were given a locally negotiated pay award and received an increase of 1.65% effective from 1 April 2017.
- 3.4 For JMT and shared service managers, it remains open to both Councils to decide locally what pay award to offer as they sit outside of both the mainstream pay negotiating framework for SNC and CDC employees.
- 3.5 The Joint Commissioning Committee is responsible for agreeing a pay award for JMT and Shared Service Managers however, as the dates of the meetings had been scheduled around the May elections and the May meeting date changed due to the Parliamentary Elections being called, the JCC would not be able to consider an award until this meeting.
- 3.6 Following consultation with the Chairman and Vice-Chairman of the JCC, the Interim Chief Executive / Head of Paid Service used the provisions within the CDC and SNC Constitutions to take an urgent decision to agree a pay award of 1.65% for JMT and shared managers so that it coincides with the general award.

4.0 Conclusion and Reasons for Recommendations

- 4.1 As required in the constitutions of the councils, this report is informing the decision making body responsible for determining this matter of a decision taken by the Interim Chief Executive / Head of Paid Service in relation to agreeing a pay award for JMT and shared managers.

5.0 Consultation

The Chairman and Vice-Chairman of the Joint Commissioning Committee, who supported the urgent action being taken

6.0 Alternative Options and Reasons for Rejection

- 6.1 The following alternative options have been identified and rejected for the reasons as set out below:

Option 1: Not to note the report. This is not recommended as the urgent action has been taken and it is reported to the Committee for information.

7.0 Implications

Financial and Resource Implications

7.1 There are no financial implications arising directly from this report as it is reporting urgent action already taken.

Comments checked by:

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Legal Implications

7.2 There are no legal implications arising directly from this report as it is reporting urgent action already taken.

Comments checked by:

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8.0 Decision Information

Wards Affected

N/A

Links to Corporate Plan and Policy Framework

N/A

Lead Councillor

None

Document Information

Appendix No	Title
None	
Background Papers	
None	
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