

BOLSOVER DISTRICT COUNCIL

Meeting of the Union Employee Consultation Committee on 12th March 2025

Updating the Council's Pay Agreement

Report of the Portfolio Holder for Resources

Report of the HR Business Partner

Classification	This report is Public
Contact Officer	Peter Wilmot

PURPOSE/SUMMARY OF REPORT

The purpose of this report is to outline and summarise the revisions to the Council's Pay Agreement, which has not been updated for several years. Additionally, efforts have been made to ensure that the document is where possible less time-specific, reducing the need for frequent updates.

REPORT DETAILS

1. Background

- 1.1 The Council's Pay Agreement had remained unchanged for several years, resulting in outdated provisions that no longer align with current organisational structures and workforce practices.
- 1.2 The decision to revise the pay agreement follows feedback from staff and management who had identified that the document was out of date and there was a need to update it and increase the enhanced overtime limits to ensure the prospect of enhanced overtime is desirable for employees. This change was agreed by the Chief Executive and SLT and all the changes included in the agreement have also been the subject of consultation with the Council's Monitoring Officer.

2. Details of Proposal or Information

The revised pay agreement included at Appendix 1, introduces several key changes to the existing document:

- 2.1 One significant update is the lifting of the grade limit on enhanced overtime from the top of grade 6 to the top of grade 7. This change aims to provide greater equity and flexibility for employees to one grade higher, allowing them to access enhanced overtime pay that was previously unavailable to them under the previous agreement. This adjustment aligns with evolving pay levels, job responsibilities and workloads across various departments.
- 2.2 In addition to the change in overtime pay, the agreement includes updates to terminology and post titles.

Furthermore, efforts have been made to make the document less time-specific. The updated track changed agreement removes many specific rates, which will reduce the frequency of required updates and make the document more sustainable in the long term. This approach will ensure that the pay agreement remains relevant and where possible adaptable to future changes without the need for constant revisions.

3. Reasons for Recommendation

- 3.1 To update the Council's Pay Agreement and reduce the level of time specific figures included.

4. Alternative Options and Reasons for Rejection

- 4.1 An alternative option would be to continue to use the existing outdated pay agreement.

RECOMMENDATION(S)

- 1. To approve the Council's revised Pay Agreement.

Approved by Councillor Moesby, Portfolio Holder for Resources

IMPLICATIONS:

<u>Finance and Risk</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Details:		
There will be a small increase to staffing costs as the Overtime limit is lifted from Grade 6 to Grade 7.		
On behalf of the Section 151 Officer		

Legal (including Data Protection)

Yes No

Details:

On behalf of the Solicitor to the Council

Staffing Yes No

Details: The Pay Agreement sets out pay conditions for BDC staff.

On behalf of the Head of Paid Service

Equality and Diversity, and Consultation

Yes No

Details:

Environment Yes No

Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.

Details:

DECISION INFORMATION:

Please indicate which threshold applies:

Is the decision a Key Decision?

A Key Decision is an Executive decision which has a significant impact on two or more wards in the District or which results in income or expenditure to the Council above the following thresholds:

Yes No

Revenue (a) Results in the Council making Revenue Savings of £75,000 or more or **(b)** Results in the Council incurring Revenue Expenditure of £75,000 or more.

(a) (b)

Capital (a) Results in the Council making Capital Income of £150,000 or more or **(b)** Results in the Council incurring Capital Expenditure of £150,000 or more.

(a) (b)

District Wards Significantly Affected:

(to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the District)

Please state below which wards are affected or tick **All** if all wards are affected:

All

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<p>Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)</p> <p>If No, is the call-in period to be waived in respect of the decision(s) proposed within this report? (<i>decisions may only be classified as exempt from call-in with the agreement of the Monitoring Officer</i>)</p> <p>Consultation carried out: (this is any consultation carried out prior to the report being presented for approval)</p> <p>Leader <input type="checkbox"/> Deputy Leader <input type="checkbox"/> Executive <input type="checkbox"/> SLT <input checked="" type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/></p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
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Links to Council Ambition: Customers, Economy, Environment, Housing

DOCUMENT INFORMATION:

Appendix No	Title
1.	Revised Pay Agreement document

Background Papers
<i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive, you must provide copies of the background papers).</i>