

BOLSOVER DISTRICT COUNCIL

Meeting of Council
on 21st May 2025

Updating the Council's Pay Agreement

Report of the Portfolio Holder for Resources

Classification	This report is Public
Contact Officer	Peter Wilmot, HR Business Partner

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 less time-specific, reducing the need for frequent updates.

REPORT DETAILS

1. Background

- 1.1 Following formal consultation at the Council's Union Employee Consultation Committee, Council is asked to approve the appended revised Pay Agreement.
- 1.2 The Council's Pay Agreement had remained unchanged for several years, resulting in outdated provisions that no longer align with current organisational structures and workforce practices. Regular updates have been necessary to address evolving needs, but the document's reliance on specific figures.
- 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to revise the pay agreement follows feedback from staff and management who had identified that the document was out of date and there was a need to update and increase the enhanced overtime limits to ensure the prospect of enhanced overtime is desirable for employees.

2. Details of Proposal or Information

- 2.1 The revised pay agreement introduces one key change to the existing document, as below:

- 2.2 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.
- 2.3 In addition to the change in overtime pay, the agreement includes an update to terminology and post titles.

Furthermore, efforts have been made to make the document less time-specific. The updated 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 adaptable to future changes without the need for constant revisions.

3. Reasons for Recommendation

- 3.1 To update the outdated Council Pay Agreement and reduce the level of time specific figures included.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. It is recommended that the Council approve the revised pay agreement, including the changes to the overtime grade limit, updated terminology and post titles, and the removal of time-specific clauses.

Approved by Councillor Moesby, Portfolio Holder for Resources

IMPLICATIONS:

Finance and Risk	
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Details: The Pay Agreement has been updated and includes a previous decision taken by the Council’s Senior Leadership Team to uplift the overtime cap from the top of grade 6 to grade 7. However increasing the overtime cap from top of G6 to G7 does not present any significant financial risk to the Council.	
On behalf of the Section 151 Officer	

<u>Legal (including Data Protection)</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Details: Not Applicable. <p style="text-align: right;">On behalf of the Solicitor to the Council</p>		
<u>Staffing</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Details: The agreement should be kept up to date and it is referenced regularly by managers and employees. <p style="text-align: right;">On behalf of the Head of Paid Service</p>		
<u>Equality and Diversity, and Consultation</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Details: The basis of the Pay Agreement is to ensure transparency and fairness across the terms and conditions offered by the Council.		
<u>Environment</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment. Details: Not applicable.		

DECISION INFORMATION:

<input checked="" type="checkbox"/> 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 <input type="checkbox"/> No <input checked="" type="checkbox"/>
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) <input type="checkbox"/> (b) <input type="checkbox"/>
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) <input type="checkbox"/> (b) <input type="checkbox"/>
District Wards Significantly Affected: <i>(to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the District)</i> Please state below which wards are affected or tick All if all wards are affected:	All <input type="checkbox"/>

Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
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>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Consultation carried out: <i>(this is any consultation carried out prior to the report being presented for approval)</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
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 checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input checked="" type="checkbox"/>	

Links to Council Ambition: Customers, Economy, Environment, Housing

This supports the Council's priority of 'promoting equality, diversity, and inclusion, and supporting and involving vulnerable and disadvantaged people'.

DOCUMENT INFORMATION:

Appendix No	Title
1.	Revised Pay Agreement

Background Papers

(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).