

CAMBRIDGE CITY COUNCIL

Officer Record of Decision

What decision(s) has been taken:	To implement a pay award for employees on Cambridge Live terms and conditions with effect from 1 April 2020 and a minimum pay rate of £10.00 per hour.
Who made the decision:	Head of Human Resources, following consultation with the Chief Executive and Executive Councillor for Finance and Resources.
Date decision made:	7 September 2020
Matter for Decision /Wards affected	Decision delegated from Civic Affairs Committee and Council
Reason(s) for the decision including any background papers considered	<p>To implement a pay award of 2.75% to employees of Cambridge City Council who are on Cambridge Live terms and conditions of employment with effect from 1 April 2020.</p> <p>Following the transfer of staff from Cambridge Live to the Council on 1 April 2019 under TUPE (Transfer of Undertakings (Protection of Employment) Regulations) we have two sets of employment terms and conditions.</p> <p>Civic Affairs Committee in January 2020 and Council in February 2020 agreed that with effect from 1 April 2020 a pay award mechanism would be introduced for employees on Cambridge Live terms and conditions of employment. This is to be based on comparison to the NJC pay award. Following receipt of notification by circular from the National Joint Council for Local Government Services of the NJC pay award of 2.75% on all pay points, we will now implement a 2.75% pay award to the salary points for employees on Cambridge Live terms and conditions.</p>
Any alternative options considered and rejected:	<p>The Council is an accredited Real Living Wage Employer and pays a Cambridge Weighting which is paid as a pay supplement to bring the minimum council pay rate to £10.00 per hour. This is paid as a supplement in addition to the Real Living Wage, currently £9.30 per hour to bring the minimum hourly rate to £10.00. It is proposed that at the same time as implementing the pay award and back pay to 1 April, now is the most appropriate time to introduce the Cambridge Weighting for employees on Cambridge Live terms and conditions.</p> <p>To apply the Cambridge Weighting of a minimum pay rate of £10.00 per hour, with effect from 1 April 2020 to employees on Cambridge Live terms and conditions of employment. There are 37 employees who will become in scope of the Cambridge</p>

Weighting. Budgetary provision has been made in the 2020/21 financial year.

Link to Civic Affairs Report:

<https://democracy.cambridge.gov.uk/documents/s49114/Civic%20Affairs%20Pay%20Policy%20Statement%20report%2029.1.201%2013022020%20Council.pdf>

Conflicts of interest and dispensations granted by the Chief Executive:

None.

Other Comments:

This decision is taken in accordance with the delegated authority from Civic Affairs Committee to the Head of Human Resources, as follows and the agreement of Council on 25 February 2020:

Civic Affairs:

To implement any award of a joint negotiating body so far as it concerns rates of salary, wages, car allowances or other allowances payable to officers and other employees of the Council except where the terms thereof involve the exercise of a discretion by the Council provided that when any action is taken in pursuance of this paragraph members are advised by the Head of Human Resources and a record of that advice be made available to the public.

Council 25 February 2020:

Introduce a pay award mechanism with effect from 1 April 2020 for staff on Cambridge Live terms and conditions of employment, based on comparison to the NJC pay award and authority is delegated to the Head of Human Resources to implement any future pay awards, following consultation with the Chief Executive and Executive Councillor for Finance and Resources.

Reference:

20/Civ/3

Contact for further information:

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