HUMAN RESOURCES COMMITTEE
HELD ON 24 OCTOBER 2018
(FROM 5.30 PM – 7.02 PM)

PRESENT: Councillor Tim Myatt in the Chair. Councillors Chris Aldred, Richard Cooper, Zoe Metcalfe and Graham Swift.

Late Arrivals: None.

Early Departures: None.

29/18 – APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTES:
Notification had been received that Councillor Richard Cooper was to act as substitute for Councillor Sue Lumby. (5.31 pm)

30/18 – DECLARATIONS OF INTEREST: Councillor Chris Aldred declared an interest in Minutes 34/18, 35/18, 36/18 and 38/18 due to his membership of the trade union Unison who had made representations on the living wage, safer communities review, financial services review and performance related pay. Councillor Aldred also declared an interest in Minutes 37/18 and 38/18 as he was employed as an agency worker at Harrogate Convention Centre. As these were not pecuniary interests Councillor Aldred remained in the meeting room and took part in the discussion and vote on the items.

Councillor Richard Cooper declared an interest in regard to Minutes 37/18 and 38/18 due to his membership on the HCC Board. As this was not a pecuniary interest he remained in the meeting room and took part in the discussion and vote on the items. (5.33 pm)

31/18 (01) – MINUTES: The Minutes of the meeting of the Committee held on 6 September 2018 were approved as a correct record and signed by the Chair.

(Four Members voted for the motion and there was one abstention) (5.33 pm)

31/18 (02) – MINUTES: The Minutes of the meeting of the Committee held on 11 September 2018 were approved as a correct record and signed by the Chair.

(Four Members voted for the motion and there was one abstention) (5.34 pm)

32/18 – EXEMPT INFORMATION:

RESOLVED (UNANIMOUSLY):

That, in accordance with Section 100A(4) of the Local Government Act 1972, in view of the nature of the business to be transacted, the meeting be not open to the public
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during the discussion of Minutes 35/18, 36/18, 37/18 and 38/18 as there will be a
disclosure of exempt information as defined in Section 100I of the Act.

In relation to Minutes 35/18, 36/18 and 37/18 the exempt information in question
relates to individuals as defined in Paragraph 1 of Schedule 12A to the Local
Government Act 1972, as amended. In relation to Minute 38/18 the exempt
information in question relates to individual as defined in Paragraph 1, the business
affairs of the authority as defined in Paragraph 3 and labour relations matters as
defined in Paragraph 4 of Schedule 12A of the act.

(5.34 pm)

33/18 – PUBLIC ARRANGEMENTS – QUESTIONS: There were no questions to
consider under Standing Order 27.

(5.34 pm)

MATTER REFERRED TO COUNCIL FOR CONSIDERATION

34/18 – NOTICE OF MOTION: The Chair referred to the Notice of Motion that had
been referred by Council on 3 October 2018 in the names of Councillors Chris
Aldred and Pat Marsh that ‘this Council reverses the decision not to give the
Harrogate Supplement, for one year only, to the 80 qualifying low paid HBC
employees, at a cost of £13k. By reinstating the Harrogate Supplement this Council
would show these Members of Staff that they are valued as important members of
the team.’

The Head of Organisational Development and Improvement (ODI) submitted a
written report which provided an overview of the Harrogate Supplement and outlined
the key issues and potential costs. The Harrogate Supplement was originally known
as the Living Wage Supplement. The Living Wage Supplement was introduced in
October 2014 and changed its name to the Harrogate Supplement in October 2016.
The Supplement was a locally determined hourly rate paid to the lowest paid Council
employees to bring their hourly rate of pay in line with that recommended by the
Living Wage Foundation. Committing to the Harrogate Supplement rather than the
Living Wage Foundation Rate enabled the Council to retain full control of its wages.

During the meeting a further document was circulated that outlined Harrogate
Borough Council’s lowest hourly pay rate, the national minimum wage rate, the
national pay spine rate and the living wage foundation rate for every year from April
2015 to April 2019. From April 2018 Harrogate Borough Council paid its lowest paid
employees a rate of £8.50 per hour. The national minimum wage for 2018 was £7.83
per hour, the National Pay Spine was £8.50 per hour and the Living Wage
Foundation was £8.75 per hour.

The Chair invited Councillors Chris Aldred and Pat Marsh to speak to the motion and
they requested that the Committee support the proposal to commit to paying the
Harrogate Supplement to increase the wages off the lowest paid to the Living Wage
Foundation recommended rate of pay.

In response to questions from the Members, the Head of ODI confirmed that
Harrogate Borough Council did not have a policy to adhere to the Living Wage
Foundation rate of pay. Instead it had agreed to pay the Harrogate Supplement in
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2016 and 2017. Following a national agreement, the National Joint Council for Local Government services confirmed a new pay agreement that set the rates from 1 April 2018 and 1 April 2019. The agreement also included the introduction of a new national pay spine on 1 April 2019. As a consequence the decision was taken by the Human Resources Committee in June 2018 to not pay the Harrogate Supplement for that year.

RECOMMENDED:

That the Council does not reverse the decision not to pay the Harrogate Supplement in 2018/19.

(Four Members voted for the motion and one against)

(Councillor Chris Aldred requested that is be recorded that he voted against the motion)

(5.35 pm – 6.10 pm)