

*Neath Port Talbot County Borough Council*  
*Cyngor Bwrdeistref Sirol Castell-nedd*

*Democratic Services*  
*Gwasanaethau Democrataidd*

*Chief Executive:* Steven Phillips

**Date: 28 November 2016**

Dear Member

**PERSONNEL COMMITTEE - MONDAY, 28TH NOVEMBER, 2016**

Please find attached the following updated items for consideration at the meeting of the **Personnel Committee - Monday, 28th November, 2016.**

**Item**

- a) Updated Items tabled at Meeting (Pages 3 - 8)

Yours sincerely

Chief Executive

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**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

**PERSONNEL COMMITTEE**

**28<sup>th</sup> November 2016**

**Head of Human Resources – Sheenagh Rees**

**Matter for Information**

**Wards Affected:** all wards

**Soulbury Officers Pay Agreement 2016-2018**

**1. Purpose of Report**

The purpose of this report is to update Members in relation to national pay negotiations for Soulbury employees.

**2. Pay Agreement**

Following negotiations in the Soulbury Committee an agreement has been reached covering 1 September 2016 to 31<sup>st</sup> August 2018  
The pay agreement is as follows:-

- an increase of 1.0% on all pay points on the Educational Improvement Professionals' pay spine, Young People's/Community Service Managers' pay spine and Educational Psychologists pay spines on 1 September 2016 and on 1 September 2017;
- an increase of 1.0% on all London and Fringe area allowances on 1 September 2016 and on 1 September 2017.

**2.2 Soulbury Officers Conditions**

Please see letter attached as **Appendix A** for further information in relation to Soulbury Officers terms and conditions.

**3. Recommendation**

It is **RECOMMENDED** that this report be **NOTED**.  
**FOR INFORMATION.**

**4. Officer contact**

Sheenagh Rees – Head of Human Resources  
[s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk)  
Tel: 01639 763315

**5. Appendices**

Appendix A - Letter from the Local Government Association

**6. List of Background Papers**

None

**Voluntary Redundancy Scheme 2016/17 Update**  
**Expressions of Interests as at November 24, 2016**

<b>STATUS</b>	<b>26/10/16</b>	<b>02/11/16</b>	<b>09/11/16</b>	<b>16/11/16</b>	<b>23/11/16</b>	<b>30/11/16</b>	<b>07/12/16</b>	<b>14/12/16</b>	<b>21/12/16</b>	<b>28/12/16</b>
<b>9. CONTRACTUAL AGREEMENT (including bumped arrangements)</b> Signed agreements are in place for these employees to leave the Council.	0	0	0	0	0	0	0	0	0	0
<b>8. FORMAL OFFER STAGE</b> HOS has made formal offer to employee in writing. 10 calendar day deadline to accept offer.	0	0	0	0	1	0	0	0	0	0
<b>7. SEEKING BUMPED REDUNDANCY</b>	0	0	0	0	0	0	0	0	0	0
<b>6. FIGURES PROVIDED TO MANAGER/ EMPLOYEE</b> Once HOS has approved post to be deleted on cost and service grounds, VR estimate to be provided to employee by HOS with 10 calendar day deadline to indicate whether or not to progress the VR to the formal offer stage.	0	0	0	2	5	0	0	0	0	0
<b>5. VR ESTIMATES ARE BEING PREPARED</b> HOS has approved post to be deleted subject to costs. Payroll / pension teams are currently working on the figures.	0	23	40	39	19	0	0	0	0	0
<b>4. EXPRESSION OF INTEREST WITHDRAWN BY EMPLOYEE</b> Employees have indicated they do not wish to progress with VR.	0	0	0	1	2	0	0	0	0	0
<b>3. EXPRESSION OF INTEREST REJECTED BY HOS</b> VR estimate provided and rejected by HOS on grounds of cost, service requirements.	0	4	64	108	116	0	0	0	0	0
<b>2. ACTIONS PENDING</b>	123	214	197	175	210	0	0	0	0	0
<b>1. EXPRESSIONS OF INTEREST RECEIVED</b>	123	241	301	325	353	0	0	0	0	0



**Progress by Head of Service as at November 24, 2016**

DIVISION	EOI RECEIVED	NO ACTION	EOI REJECTED BY HOS	EOI WITHDRAWN BY EMPLOYEE	VR ESTIMATE BEING PREPARED	INFORMAL OFFER MADE	SEEKING BUMP	FORMAL OFFER STAGE	CONTRACTUAL AGREEMENT
CHILDREN AND YOUNG PEOPLE SERVICES	7	7	0	0	0	0	0	0	0
COMMISSIONING & SUPPORT SERVICES	14	5	0	0	4	5	0	0	0
COMMUNITY CARE SERVICES	80	1	78	1	0	0	0	0	0
PARTICIPATION	68	44	21	0	2	0	0	1	0
WESTERN BAY	5	5	0	0	0	0	0	0	0
FINANCIAL SERVICES	22	15	0	0	7	0	0	0	0
HUMAN RESOURCES	2	2	0	0	0	0	0	0	0
SOUTH WALES TRUNK ROAD AGENCY	15	15	0	0	0	0	0	0	0
ENGINEERING AND TRANSPORT	20	8	9	0	3	0	0	0	0
STREETCARE SERVICES	67	64	0	0	3	0	0	0	0
CORPORATE STRATEGY AND DEMOCRATIC SERVICES	8	7	0	1	0	0	0	0	0
PROPERTY AND REGENERATION	23	23	0	0	0	0	0	0	0
TRANSFORMATION	6	4	2	0	0	0	0	0	0
ICT	4	4	0	0	0	0	0	0	0
LEGAL SERVICES	4	3	1	0	0	0	0	0	0
PLANNING & PUBLIC PROTECTION	8	3	5	0	0	0	0	0	0
<b>Totals</b>	<b>353</b>	<b>210</b>	<b>116</b>	<b>2</b>	<b>19</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>

