

Rother District Council

Report to:	Council
Date:	20 May 2024
Title:	Decisions taken as a matter of urgency at Cabinet Meetings
Report of:	Lorna Ford, Chief Executive
Purpose of Report:	To receive the report of Cabinet, in accordance with paragraph 17 (a) of the Overview and Scrutiny Procedure Rules on a decision taken as a matter of urgency at its meeting held on 19 March 2024.

CABINET – 19 March 2024

CB23/82. PAY AWARD DISPUTE RESOLUTION

Consideration was given to the confidential report of the Chief Executive and Interim People Programme Manager, which outlined the revised pay offer for 2023/24 made to UNISON on 6 March 2024, for Cabinet's approval. The current dispute had arisen following the HR Committee's decision on 30 August 2023 to confirm a final pay offer of 3% with effect from September 2023.

Cabinet was asked to approve the final offer made to UNISON on 6 March 2024, detailed at paragraph 18 in the report.

After some discussion, Cabinet agreed the recommendations proposed and thanked officers for their work in the negotiations, highlighting that Cabinet recognised the workforce was the organisation's greatest asset. A more strategic approach to pay awards and a review of the pay structure would be taken moving forward, engaging with staff on a People Strategy.

RESOLVED: That the recommendations be approved as submitted.

(This matter was considered exempt from publication by virtue of paragraph 4 of Schedule 12A of the Local Government Act 1972, as amended).

(The Chair of Council had agreed that this decision could be taken as a matter of urgency to enable the Council to resolve the current pay dispute as soon as possible).

(The Chair of the Overview and Scrutiny Committee had agreed that this key decision which had not been included on the Cabinet's Forward Plan of Key Decisions could be taken at this meeting in accordance with Access to Information Rule 15 (Key-Decisions - Special Urgency).

(Cabinet Agenda Item 6)

Lorna Ford
Chief Executive

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Appendices:	NONE
Relevant Previous Minutes:	NONE
Background Papers:	NONE
Reference Documents:	NONE