

POLICY & RESOURCES COMMITTEE ADDENDUM 5

4.00PM, THURSDAY, 7 JULY 2022

HOVE TOWN HALL - COUNCIL CHAMBER

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ADDENDUM

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23	REVIEW OF COUNCIL GRADING STRUCTURE	3 - 4

Date of meeting 7 July 2022

GREEN GROUP AMENDMENT

Review of Council Grading Structure

Add a new paragraph 2.5 after 2.4 in the recommendation as follows

2.5 The Committee:

- notes the concerns expressed by the unions regarding the risk of redundancies among school support staff which may result from these proposals;
- further notes that the power to make decisions regarding employment and dismissal of staff rests with the school governing body.
- Agrees to use reasonable endeavours to facilitate discussions between all interested parties with the aim to avoid redundancies which may result from the proposals in the report.

The amended recommendations to read if carried:

- 2.1 That Committee, having considered the information in the part 2 report, agrees to the proposed changes to the grading structure outlined in paragraph 3.8 and 3.9 and Appendix 2 and that these changes are backdated to 1st January 2022.
- 2.2 That Committee agrees to the proposed assimilation of staff from the current grading structure to the new grading structure as outlined in Appendix 3 from 1st September 2022 with increased salary rates being backdated to 1st January 2022.
- 2.3 That Committee delegates authority to the Director of Human Resources & Organisational Development, following consultation with the Chief Executive and Chief Finance Officer, to take all necessary actions to implement these changes as soon as is practicable.
- 2.4 That Committee also asks for a future report to Policy & Resources Committee before Budget Council in 2023, outlining a comprehensive review of staff pay grades and structures right across the council, to identify any changes needed to ensure our staff are paid at competitive, and that staff retention and recruitment are made easier.
- 2.5 The Committee:
 - notes the concerns expressed by the unions regarding the risk of redundancies among school support staff which may result from these proposals;

- further notes that the power to make decisions regarding employment and dismissal of staff rests with the school governing body.
- Agrees to use reasonable endeavours to facilitate discussions between all interested parties with the aim to avoid redundancies which may result from the proposals in the report.