

Report of the Director of Resources

## **Removal of Bonus Payments**

### **Purpose of Report**

1. This report outlines the offer made to staff, from the options considered, the outcomes from staff meetings and resultant ballot, and asks members to endorse the agreement and its implementation.

### **Reason For Urgency**

2. Corporate Management Team (CMT) on 27 July 2007 considered a range of options for the treatment of bonus. These options, and analysis of each one, are attached as Confidential Annexe 1a. CMT agreed that proposals for a buy out of bonus would be negotiated with the Unions, starting on 31 August, subject to a report back to Urgency Committee if satisfactory progress can be made with the trades unions and staff involved, to allow implementation by mid-December.

### **Consultation**

3. Details of consultation are set out in confidential Annex 1.

### **Options/Analysis**

4. Details of options considered and an analysis of them are set out in confidential Annex 1.

### **Corporate Priorities**

5. Buying out bonus payments contributes to the council's aim of introducing a transparent and modern pay structure for all staff free of discrimination between male and female employees.

### **Implications**

6.
  - **Financial** – Financial implications are covered in paragraph 7 of the confidential annexe.
  - **Human Resources (HR)** – HR implications are covered in the body of the confidential annexe

- **Equalities** – Equalities issues are covered in the body of the confidential annexe
- **Legal** - Legal issues are covered in the body of the confidential annexe and an assessment of tribunal outcome at Annexe 1e.
- **Crime and Disorder** - None
- **Information Technology (IT)** - None
- **Property** - None
- **Other** - None

**Risk Management**

7. Risk Management is covered in confidential Annex 1.

**Recommendation**

8. Members are asked to consider the report and approve the offer made to affected staff and its subsequent implementation.

Reason: To allow processing of the agreement before 31 December 2007.

**Contact Details**

**Author:**

Geoff Derham  
Pay and Grading Project Manager  
Tel 01904 551016

Jamie Sims  
Human Resources - Head of  
Reward, Pay & Grading  
Tel 01904 551711

**Chief Officer Responsible for the report:**

Terry Collins  
Director of Neighbourhood Services

**Report Approved**  **Date** 30/11/07

Simon Wiles  
Director of Resources & Project Director

**Report Approved**  **Date** 30/11/07

**Specialist Implications Officer(s)**

*Financial – Steve Morton, Corporate Finance Manager*

*HR – Jamie Sims, Head of Reward, Pay & Grading*

*Legal – Matthew Waterworth, Senior Assistant Solicitor – Employment & Education*

**Wards Affected:** *List wards or tick box to indicate all*

**All**

**For further information please contact the author of the report**

**Background Papers:** None

**Annexes:** Confidential Annex 1