

GENERAL EXCEPTION NOTICE TO THE CHAIR OF THE CORPORATE PERFORMANCE PANEL OF A KEY DECISION TO BE MADE BY THE CABINET NOT PREVIOUSLY INCLUDED ON THE PUBLISHED FORWARD PLAN

Under Regulation 9 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012, local authorities are required to publish a Forward Plan of key decisions to be made by the Executive at least 28 clear days before the date of the meeting at which the decision is to be taken.

In the event that the publication of the intention to make a key decision at least 28 days before the meeting is impracticable, the local authority must inform the Chair of the relevant overview and scrutiny committee (Corporate Performance Panel) of “*the matter about which the decision is to be made*”, in accordance with Regulation 10 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

The following notice is hereby provided:

Matter about which the decision is to be made

Cabinet may make the following key decision at its meeting on 5 November 2024:

1. *That with effect from 1st April 2024 an annual pay award of £1,290 (pro rata for part time employees) be paid as a consolidated, permanent addition to salaries for all staff earning less than or equal to the equivalent of National Joint Council pay point 43 (equivalent to £51,515 per annum).*

2. *That with effect from 1st April 2024 a permanent salary increase of 2.5% be paid to all staff earning the above NJC spine point 43 (equivalent to £51,515 or more per annum).*

For reference, the proposed recommendations are set out below:

Reason for Decision

To implement an annual pay increase for employees which reflects the approach taken by the National Joint Council for local government services in relation to cost of living pay increases for employees for the 2024/25 financial year.

Reasons why compliance with Regulation 9 was impracticable

The Council's constitution defines a key decision as follows:

an executive decision which is likely –

(a) to result in the local authority incurring expenditure which is, or the making of savings which are, significant having regard to the Council's budget for the service or function to which the decision relates; or

(b) to be significant in terms of its effect on communities living or working in the area comprising two or more wards and electoral divisions in the Council's areas where significant under a) above is £500,000 or more and significant under b) above is one third of the resident population in a ward.

The total financial value of the proposed award is in the process of being calculated but is expected to be over the key decision level.

Whilst BCKLWN operates a local award process to staff pay, the national pay award negotiations had not settled through Unison, and this settlement was awaited in order to take

an informed decision about BCKLWN's pay award. A settlement was reached in the week commencing 21 October 2024 with the National Joint Council, and in order for staff pay to be awarded and backdated to 1 April 2024, it is necessary that the decision be taken at the scheduled Cabinet meeting on 5 November 2024. Due to the very recent update of the National Joint Council settlement negotiations, this had item had not been on the forward work programme and therefore has not been advertised for a full 28 days.

This notice is to be published 5 clear days before the identified key decision may be taken by Cabinet on 5 November 2024.



Handwritten signature: KB Blakemore.

Name Kate Blakemore, Chief Executive

Date: 28 October 2024