

**2022 PAY AWARD FOR STAFF ON
VIBRANT PARTNERSHIPS LIMITED TERMS & CONDITIONS**

Presented by the Head of Human Resources

EXECUTIVE SUMMARY

The purpose of this report is to propose a pay award increase for employees who were TUPE transferred from Vibrant Partnerships Limited on different terms and conditions to the National Joint Council (NJC) terms and conditions.

The Authority has 34 employees on Vibrant Partnerships Limited terms and conditions, who unlike the majority of employees, are due an annual pay review in January 2022.

RECOMMENDATION

Members Approve (1) whether to set a pay award of 1.75% for 2022 for employees on Vibrant Partnerships Limited terms and conditions in line with the National Joint Council (NJC) pay award as described in paragraphs 7 to 9 of this report.

BACKGROUND

- 1 Members may recall that Lee Valley Leisure Trust Limited, who managed the Leisure Services Contract (LSC) for 5 years from 1 April 2020, set up a commercial trading arm, Vibrant Partnerships Limited.
- 2 When the trading arm was set up, new commercial terms and conditions were also set up for any new employees joining this part of the business. These terms and conditions were different to those of the National Joint Council (NJC). One of the differences is that their annual pay reviews take place in January each year rather than April.
- 3 On 1 April 2020 when the LSC venues transferred back to the Authority, 30 employees on these Vibrant Partnerships Limited terms and conditions, TUPE transferred to the Authority.
- 4 Therefore, the Authority is contractually required to review their pay from January 2022.

- 5 All employees on the NJC terms and conditions have received a pay award of 1.75% from April 2021.
- 6 The employees on these terms and conditions previously received a pay award of 2.75% in January 2021, which was in line with the pay award that employees on the NJC terms and conditions received in April 2020.

2021/22 PROPOSED PAY AWARD

- 7 Officers propose that the employees on these terms and conditions receive a pay award of 1.75% in line with the NJC pay award that has been awarded to all other employees within the Authority. This pay award would be effective from 1 January 2022.
- 8 It is for Members to determine what, if any, pay award should be applied to the employees on these terms and conditions.
- 9 The Authority currently has 34 employees on these terms and conditions.

ENVIRONMENTAL IMPLICATIONS

- 10 There are no environmental implications arising directly from the recommendations in this report.

FINANCIAL IMPLICATIONS

- 11 A 1.75% pay award for the 34 employees on these terms and conditions represents an increase in expenditure of approximately £4,300, including employer national insurance and pension contributions, for the period January to March 2022.

HUMAN RESOURCE IMPLICATIONS

- 12 These are dealt with in the main body of this report.

LEGAL IMPLICATIONS

- 13 There are no legal implications arising directly from the recommendations in this report.

RISK MANAGEMENT IMPLICATIONS

- 14 There are no risk management implications arising directly from the recommendations in this report.

EQUALITY IMPLICATIONS

- 15 There are no risk management implications arising directly from the recommendations in this report.

PREVIOUS COMMITTEE REPORTS

Executive	E/690/20	2020/21 Pay Award	24 September 2020
Executive	E/704/20	2021 Pay Award for Staff on Vibrant Partnerships Limited Terms and Conditions	17 December 2020
Executive	E/758/22	2021/22 Pay Award	10 March 2022

LIST OF ABBREVIATIONS

NJC	National Joint Council
TUPE	Transfer of Undertakings (Protection of Employment) Regulations 2006
LSC	Leisure Services Contract

This page is blank