

**BOURNEMOUTH, CHRISTCHURCH AND POOLE COUNCIL**  
**CABINET**

Minutes of the Meeting held on 04 September 2024 at 10.15 am

Present:-

Cllr M Earl – Chairman

Cllr M Cox – Vice-Chairman

Present: Cllr D Brown, Cllr R Burton, Cllr A Hadley, Cllr J Hanna,  
Cllr R Herrett, Cllr A Martin, Cllr S Moore and Cllr K Wilson

Also in attendance: Cllr P Canavan (Chair of the Health and Adults Social Care Overview  
and Scrutiny Committee)

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40. Pay and Reward final position

The Portfolio Holder for Transformation and Resources presented a report, a copy of which had been circulated to each Member and a copy of which appears as Appendix 'B' to these Minutes in the Minute Book.

Cabinet was advised that since the creation of BCP Council through the merger of the four preceding councils in April 2019 that the Council have been working with the trade unions to negotiate a new Pay and Reward package which aligns pay and conditions across all colleagues.

Cabinet was informed that this report sets out the final steps taken before pay outcomes are released to colleagues and the associated financial impact of finalising arrangements in anticipation of moving towards implementation should a positive ballot outcome be achieved.

**RESOLVED that: -**

- (a) Cabinet agree the final negotiated position and financial costs associated with implementing Pay and Reward as set out in this report; and**
- (b) Cabinet delegate to the Chief Executive, in consultation with the Leader of the Council, to make any final adjustments to the scheme and to implement the final arrangements.**

Voting: Unanimous

Portfolio Holder: Transformation and Resources

Reason

To allow the negotiation of a new Pay and Reward package to move forward to implementation, subject to successful collective bargaining with the relevant trade unions.