

EMPLOYMENT PANEL

TUESDAY, 16 JANUARY 2018

PRESENT: Councillors Lisa Targowska, Eileen Quick (Vice-Chairman), Phillip Bicknell, Paul Brimacombe, Stuart Carroll, Dr Lilly Evans, Lynne Jones and MJ Saunders

Officers: Alison Alexander, Terry Baldwin, Karen Shepherd and Russell O'Keefe

APOLOGIES FOR ABSENCE

None received

DECLARATIONS OF INTEREST

Alison Alexander, Russell O'Keefe and Karen Shepherd declared an interest in the urgent item 'Pay Reward Options' as they would be affected by the scheme.

MINUTES

RESOLVED UNANIMOUSLY: That the Part I minutes of the meeting held on 13 November 2017 be approved.

APPROVAL OF PAY POLICY STATEMENT 2018/19

Members considered approval of the updated Pay Policy Statement for 2018/19 as required by the Localism Act 2011. Members noted the updates made, as detailed in paragraph 2.2 of the report. The council was required to update and publish the statement by 31 March 2018.

It was confirmed that all officers received 28 days annual leave, plus 8 bank holidays. Councillor Brimacombe commented that the phrase 'not normally' used in section 2.21 of the policy was a vague statement and it would be useful if further wording was added, for example 'where expertise was required' This would also give clarity between consultants and interims.

Councillor Quick stated that she was pleased to see that the pay multiples between the highest and lowest members of staff had reduced. The policy dealt with the appointment of Chief Officers; it was confirmed that details such as who would sit on an interview panel would be contained within the constitution. It was therefore suggested that a link be added to the document, to the relevant section in the constitution.

It was noted that Section 6 dealt with pension enhancements, which the council did not provide. Councillor Brimacombe commented that the statistics showed that only 12.6% of staff earned over £45,000; this defended that there were appropriate salaries at the lower level.

RESOLVED UNANIMOUSLY: That Employment Panel notes the report and:

- i) Approves the updated Pay Policy Statement for 2018/19, subject to proposed amendments as detailed above, and recommends the statement to Council for approval on 20 February 2018.
- ii) Notes that further revisions will be required to the statement following the implementation of the Government's reforms to public sector exit pay arrangements

LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF THE PUBLIC

RESOLVED UNANIMOUSLY: That under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the remainder of the meeting whilst discussion takes place on items 6-8 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1-7 of part I of Schedule 12A of the Act

The meeting, which began at 6.30 pm, finished at 7.38 pm

CHAIRMAN.....

DATE.....