



**PAY POLICY SUB-COMMITTEE
7 FEBRUARY 2017**

PRESENT: COUNCILLOR M J HILL OBE (CHAIRMAN)

Councillors Mrs P A Bradwell (Vice-Chairman), J D Hough, C E D Mair, J R Marriott, Mrs M J Overton MBE and C J T H Brewis

No Councillors attended the meeting as observers

Officers in attendance:-

Fiona Thompson (Service Manager - People) and Andrea Brown (Democratic Services Officer)

6 APOLOGIES FOR ABSENCE/REPLACEMENT COUNCILLORS

Apologies for absence were received from Councillor Mrs A M Newton.

It was noted that the Chief Executive, having received notice under Regulation 13 of the Local Government (Committees and Political Groups) Regulations 1990, had appointed Councillor C J T H Brewis to the Committee as a replacement member in place of Councillor Mrs A M Newton for this meeting only.

7 DECLARATIONS OF COUNCILLORS' INTERESTS

There were no declarations of interest at this point of the proceedings.

**8 MINUTES OF THE MEETING OF THE PAY POLICY SUB-COMMITTEE
HELD ON 4 JULY 2016**

The Chairman noted the following amendments to the minutes which had been highlighted by Officers prior to the meeting. The Chairman indicated his disappointment at the errors as one, in particular, was a serious error.

Bullet Point 1 on Page 3 of the Minutes should read:-

*"It was clarified that the release of a pension was not classed as an exit payment, but a change in contract so there would **not** be a break in their employment".*

Councillor Hough suggested that this be further clarified in relation to the break in pensionable service and it was agreed, therefore, that this minute be further amended to read:-

*"It was clarified that the release of a pension was not classed as an exit payment, but a change in contract **therefore for all purposes, except pension and pensionable service, continuous service applies.**"*

Bullet Point 3 and Resolution 1 on Page 3 of the Minutes should read *"executive director"* rather than *"assistant director"*.

RESOLVED

That the minutes of the meeting held on 4 July 2016, with the amendments noted above, be agreed and signed by the Chairman as a correct record.

9 CONSIDERATION OF EXEMPT INFORMATION

RESOLVED

That under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item, on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1, 2 and 3 of Part 1 of Schedule 12A of the act, as amended.

10 CHIEF OFFICER (CORPORATE MANAGEMENT BOARD) PAY REVIEW

An exempt report from the Service Manager – People was considered, which provided information to assist the Sub-Committee in making a decision relating to the Chief Officer (Corporate Management Board) Pay Review.

RESOLVED

That the recommendations as detailed within the exempt report be agreed.

RESOLVED

That the exempt session be closed and the meeting move back into a public forum.

11 PAY POLICY STATEMENT 2017-18

Consideration was given to a report from the Executive Director with responsibility for People Management which advised the Pay Policy Sub-Committee that the Localism Act 2011 required all local authorities to agree on an annual basis, pay policy statements which were compliant with the provisions of the Act and then to subsequently publish them thereafter.

The Service Manager – People advised the Sub-Committee that three areas had been updated within the policy as noted below:-

1. The Pay Multiple between the salary of the highest paid employee and the median full-time equivalent salary was lower than the previous year and was now a pay multiple of 4 (paragraph 25 of the Pay Policy Statement 2017-18 refers);
2. The Gender Pay Gap information requirements had changed in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which came into force on 6 April 2017. Employers with at least 250 employees were now required to publish annual information as at 5 April each year (paragraph 29 of the Pay Policy Statement 2017-18 refers); and
3. Revised pay bands at Appendix A for the Chief Executive, Corporate Management Board, Senior Leadership roles and the Fire & Rescue Service Management Team.

During discussion, the following points were noted:-

- Members were advised that the publication of the Gender Pay Gap information was required for employees only and did not include Councillors;
- In addition to the comparison of the hourly rates under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the analysis would also compare any bonus payments between males and females; and
- Paragraph 8 of the Pay Policy Statement 2017-18 referred to supplementary payments in addition to the post grade to attract and maintain a skilled and experienced workforce. It was reported that the only area where supplements were currently applied was within Legal Services.;

At 1.20pm, Councillor C J T H Brewis joined the meeting.

- A full business case had been undertaken to consider the difficulties in recruitment and an agreement reached of the need to implement supplementary payments in order to attract the right employees. Supplementary payments would, however, apply for a maximum of two years prior to a review.

RESOLVED

That the Pay Policy Statement 2017-18 be agreed.

The meeting closed at 1.22 pm