

**PAY POLICY SUB-COMMITTEE
7 FEBRUARY 2023**

PRESENT: COUNCILLOR M J HILL OBE (CHAIRMAN)

Councillors Mrs P A Bradwell OBE (Vice-Chairman), M D Boles, R D Butroid, P M Dilks, D McNally and Mrs S Woolley

Officers in attendance:-

Tony Kavanagh (Assistant Director – Human Resources and Organisational Support) and Rachel Wilson (Democratic Services Officer)

1 APOLOGIES FOR ABSENCE AND REPLACEMENT MEMBERS

Apologies for absence were received from Councillor A J Baxter.

It was noted that the Chief Executive, having received notice under Regulation 13 of the Local Government (Committees and Political Groups) Regulations 1990, Councillors R D Butroid, D McNally and Mrs S Woolley had been appointed as replacement members for the three vacancies for this meeting only, and Councillor P M Dilks had been appointed in place of Councillor A J Baxter for this meeting only.

2 DECLARATION OF MEMBERS INTERESTS

There were no declarations of interest at this point in the meeting.

3 MINUTES OF THE MEETING HELD ON 8 FEBRUARY 2022

RESOLVED

That the minutes of the meeting held on 8 February 2022 be signed by the Chairman as a correct record.

4 PAY POLICY STATEMENT 2023 - 24

Consideration was given to a report which invited the Committee to note that the Pay Policy Statement had been updated to reflect:

- Pay Multiples, which remained at four for the fourth year in a row.
- Senior Management Pay Structure – salaries updated with the national pay award of £1,925 per annum for Chief Executive and Executive Directors effective from 1 April 2022.

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- Senior Leadership Pay band updated in line with changes which came into effect on 1 April 2022 and has transitional points until 31 March 2024.
- Staff pay structure from 1 April 2022 – 2023 for those on NJC for Local Government Services conditions of service. Salaries updated with a pay increase of £1,925 per annum on each spinal column point effective from 1 April 2022.
- Standby Duty Allowance increase with national pay award effective from 1 April 2022.
- Sleeping in Duty Payment increased with national pay award effective from 1 April 2022.

The Chairman invited Tony Kavanagh, Assistant Director- Human Resources and Organisational Development to present the report to the Committee. It was highlighted that senior leadership pay had been revised and increments were subject to a non-consolidated incremental pay grading structure known as SLA, SLB and SLC. Increments were awarded every two years subject to satisfactory performance, if performance was unsatisfactory then salaries could be reduced and there was a process in place to implement this. It was noted that there was an appeal process, and appeals would be heard by the Executive Director for Heads of Service. Appeals by Assistant Directors would go to the Chief Executive.

It was queried how the pay bandings would be affected by the increases to the National Living Wage and the Sub-Committee was advised that the County Council did have some headroom in terms of the living wage, and those at the bottom of general scale, which was largely due to the inflationary pay award which was agreed of £1,925 per person. However, this would continue to present a challenge in the future to maintain a differentiation between the national living wage and the bottom of the pay scale.

It was confirmed that the salaries for the Chief Fire Officer and Deputy Chief Fire Officer were set nationally against a national scale.

A copy of the Pay Policy Statement for the year 2023/24 was attached as Appendix A to the report for the Committee's consideration.

RESOLVED

That the Pay Policy Statement be updated as set out above and recommended to the County Council for approval.

5 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 of business, on the grounds that it involved 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.

6 CHIEF OFFICER (CORPORATE LEADERSHIP TEAM) PAY REVIEW

Consideration was given to an exempt report, which provided the Sub-Committee with information in relation to the Chief Officers (Corporate Leadership Team) Pay Review.

The Assistant Director – Human Resources and Organisational Support responded to a number of questions from members.

RESOLVED

That the recommendation as set out in the exempt report be approved.

The meeting closed at 12.19 pm