



County Offices  
Newland  
Lincoln  
LN1 1YL

3 February 2015

**Pay Policy Sub-Committee**

A meeting of the Pay Policy Sub-Committee will be held on **Wednesday, 11 February 2015 at 2.00 pm in Committee Room Two, County Offices, Newland, Lincoln LN1 1YL** for the transaction of the business set out on the attached Agenda.

Yours sincerely

A handwritten signature in black ink, appearing to be "Tony McArdle", written over a horizontal line.

Tony McArdle  
Chief Executive

**Membership of the Pay Policy Sub-Committee**  
**(7 Members of the Council)**

Councillors M J Hill OBE (Chairman), Mrs P A Bradwell (Vice-Chairman), J D Hough, R J Hunter-Clarke, J R Marriott, Mrs A M Newton and Mrs M J Overton MBE



**PAY POLICY SUB-COMMITTEE AGENDA  
WEDNESDAY, 11 FEBRUARY 2015**

<b>Item</b>	<b>Title</b>	<b>Pages</b>
<b>1</b>	<b>Apologies for Absence/Replacement Councillors</b>	
<b>2</b>	<b>Declarations of Councillors' Interests</b>	
<b>3</b>	<b>Minutes of the meeting of the Pay Policy Sub-Committee held on 3 February 2014</b>	5 - 8
<b>4</b>	<b>Pay Policy Statement 2015/16</b> <i>(To receive a report from Debbie Barnes, Executive Director with responsibility for People Management, which asks the Pay Policy Sub-Committee to consider and agree the Pay Policy Statement 2015/16)</i>	To Follow
<b>5</b>	<b>CONSIDERATION OF EXEMPT INFORMATION</b> In accordance with Section 100 (A)(4) of the Local Government Act 1972, the following agenda item has not been circulated to the press and public on the grounds that it is considered to contain exempt information as defined in Paragraphs 1, 2 and 3 of Schedule 12A of the Local Government Act 1972, as amended. The press and public may be excluded from the meeting of the consideration of this item of business.	
<b>6</b>	<b>Chief Executive and Executive Director Pay Review</b> <i>(To receive a report from Fiona Thompson, Service Manger - People concerning the Chief Executive and Executive Director Pay Review)</i>	9 - 14

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**Please note:** for more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting

- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details set out above.

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## **PAY POLICY SUB-COMMITTEE 3 FEBRUARY 2014**

### **PRESENT:**

Councillors Mrs P A Bradwell, M J Hill OBE, J D Hough, J R Marriott, Mrs A M Newton and Mrs H N J Powell.

Officers in attendance: Katrina Cope (Team Leader Democratic and Civic Services) and Fiona Thompson (Head of Service for People Management).

### 1 APOLOGIES FOR ABSENCE/REPLACEMENT COUNCILLORS

COUNCILLOR M J HILL OBE IN THE CHAIR

Apologies for absence were received from Councillor R Hunter-Clarke and Mrs M J Overton MBE.

It was reported that notification under Regulation 13 of the Local Government (Committees and Political Groups) Regulations 1990 had been received, which advised that Councillors Mrs H N J Powell had been appointed as the replacement member in place of Mrs M J Overton MBE for this meeting only.

### 2 DECLARATIONS OF COUNCILLORS' INTERESTS

No declarations were declared at this stage of the proceedings.

### 3 MINUTES OF THE MEETING OF THE PAY POLICY SUB-COMMITTEE HELD ON 5 FEBRUARY 2013

#### RESOLVED

That the minutes of the meeting of the Pay Policy Sub-Committee held on 5 February 2013 be confirmed and signed by the Chairman as a correct record.

### 4 PAY POLICY STATEMENT

Consideration was given to a report from the Executive Director Performance and Governance, which advised the Pay Policy Sub-Committee that the Localism Act 2011 required all local authorities to agree pay policy statements annually at a Council meeting before 1 April 2014.

It was reported that there were no major changes to the Pay Policy adopted by the Council for 2013/14 other than the Sub-Committee was asked to note that the policy had been updated to recognise the national 1% pay award in 2013 for grades 1 – 16.

It was reported further that negotiations were underway around Local Terms and Conditions and that this might have an impact on the Pay Policy Statement and therefore further modification may be needed if that is the case a further report will be presented to the Pay Policy Sub-Committee.

Detailed at Appendix A to the report was copy of the Pay Policy Statement for 2014/2015 for the Sub-Committee's consideration. The Pay Policy Statement set out the County Council's policy on pay conditions for senior managers and employees (Excluding operational fire fighters and schools based employees). It was reported that having the Policy ensured that all senior managers and employees were treated in a fair and transparent manner.

During discussion, the Sub-Committee raised the following issues:

- That the pay multiplier for 2014/15 was 7.2. It was noted that this figure varied from authority to authority;
- Whether comparisons were made with the private sector. Members were advised that comparisons were done, not in detail, but that trends were compared;
- Tax implication of using contractors. The Sub-Committee were reassured that tax liability would rest on the individual engaged and not on the Council;
- Finalisation of the Terms and Conditions. It was reported that it was hoped to have the Terms and Conditions in place for 1 April 2014, but if the Council had to go through consultation and/or imposition, then it would be implemented later in the year;
- The re-engagement of former chief officers. The Sub-Committee were advised that the Members would ratify the decision regarding the re-engagement of a chief officer;
- Minimum wage. It was reported that all LCC employees were paid about the minimum wage. Appendix B highlighted the Lincolnshire County Council Salary Structure with effect from 1 April 2013. It was noted that Pay Spine Point 1 currently paid was £12,266;
- A question was asked as to how much it would cost the Council to bring in the 'Living Wage'. The officer advised that this could be looked into and that the information would be emailed to the Sub-Committee; and
- A question was raised, as to why the Director of Public Health, the Assistant Director of Public Health and the Director of Adult Social Care were not included in Appendix A to the Pay Policy Statement-document. The Head of Service for People Management agreed to look into this matter and amend the Appendix A accordingly.

#### RESOLVED

That the Pay Policy Statement as detailed at Appendix A be agreed subject to the potential amendment of Appendix A to the Pay Policy Statement to include the Directors/Assistant Director as detailed above, and that the amended Pay Policy Statement then be referred to full Council for approval.

5      CONSIDERATION OF EXEMPT INFORMATION

RESOLVED

That, in accordance with 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 if they were present there could be disclosure of exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended.

6      CHIEF OFFICER (CORPORATE MANAGEMENT BOARD) PAY REVIEW

An exempt report by the Head of People Management was considered, which provided information to assist the Committee in making a decision relating to the Chief Officer (Corporate Management) Pay Review.

RESOLVED

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

The meeting closed at 2.20 pm

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# Agenda Item 6

By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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