

**PAY POLICY SUB-COMMITTEE
 2 FEBRUARY 2016**

PRESENT: COUNCILLOR M J HILL OBE (CHAIRMAN)

Councillors Mrs P A Bradwell (Vice-Chairman), J R Marriott, Mrs A M Newton, Mrs M J Overton MBE and R B Parker

No Councillors attended the meeting as observers

Officers in attendance:-

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

1 APOLOGIES FOR ABSENCE/REPLACEMENT COUNCILLORS

Apologies for absence were received from Councillor J D Hough.

The Chief Executive reported that under the Local Government (Committee and Political Groups) Regulations 1990 he had appointed Councillor R B Parker to the Committee in place of Councillor J D Hough for this meeting only.

2 DECLARATIONS OF COUNCILLORS' INTERESTS

No declarations of Councillors' interested were declared at this stage of the proceedings.

3 MINUTES OF THE MEETING OF THE PAY POLICY SUB-COMMITTEE

3a Minutes of the meeting of the Pay Policy Sub-Committee held on 11 February 2015

RESOLVED

That the minutes of the meeting of the Pay Policy Sub-Committee held on 11 February 2015 be confirmed and signed by the Chairman as a correct record.

3b Minutes of the meeting of the Pay Policy Sub-Committee held on 30 March 2015

RESOLVED

That the minutes of the meeting of the Pay Policy Sub-Committee held on 30 March 2015 be confirmed and signed by the Chairman as a correct record.

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4 PAY POLICY STATEMENT 2016-17

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 the pay spine had not yet been amended but that, subject to advice from the National Employers, preparations would be made for employees currently paid on scale points 2 and 3 to be temporarily increased on 1 April 2016 in accordance with the National Living Wage. It was not expected that the final negotiations would be settled by 1 April 2016 therefore the LGA advised that the temporary increase be made until negotiations were finalised.

In relation to Senior Management Allowance, the Sub-Committee were advised that the policy had been updated to reflect the changes in national terms and conditions affecting an allowance paid to the Director for Public Health and to pay for the Fire & Rescue Service Management Team.

During discussion, the following points were noted:-

- It was explained that the Director of Public Health had transferred under TUPE from the NHS as part of the Health and Social Care Act 2012. The terms and conditions of that employment, including the salary and additional allowance, were protected;
- Confirmation was received that until a reason presented itself to reconsider the salary package of a position which had been TUPE transferred, for example a full scale restructure, the authority was unable to change the terms of employment;
- Increments would only be awarded to those members of staff within the Senior Leadership Pay Band where highly accomplished and exceptional performance had been agreed. Individuals on those scales were normally appointed to the median point and would only receive the national cost of living increase unless awarded an increment for highly accomplished and exceptional performance;
- Those earning £100k or more per annum were not eligible for the Chief Officer Pay Award of 2% in 2015/16;
- It was thought that the terminology for roles in the Senior Leadership Band was unclear. It was requested that this be amended so that it was Lincolnshire specific;
- The positioning of roles within the Leadership Zone and Zones A, B and C had been based on the Hay Group Job Evaluation compared against similar jobs nationally within their own database;
- A breakdown of the individual senior leader roles within each zone was requested to be included in the version to be presented to Full Council;
- The reason why some senior leaders were within the Zones (Hay) and others on the Council's grading scheme was explained. The Council's job evaluation

process was managed by Serco HR. Should the score for a senior role be higher than the 828 points in the Council's JE scheme, the appropriate Director would need to agree that the role be evaluated against the Hay methodology. It was acknowledged that there was an overlap between the two schemes.

RESOLVED

That the Pay Policy Statement 2016/17 as detailed at Appendix A, with the amendment noted above, be agreed and referred to full 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, on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1, 2 and 3 of Part 1 of Scheduled 12A of the act, as amended.

6 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.

The meeting closed at 1.57 pm