



**PAY POLICY SUB-COMMITTEE
21 JANUARY 2020**

PRESENT: COUNCILLOR M J HILL OBE (CHAIRMAN)

Councillors Mrs P A Bradwell OBE (Vice-Chairman), Mrs A M Newton, R B Parker, B Young, C J T H Brewis, E J Poll and Mrs S Woolley.

Officers in attendance:-

Katrina Cope (Senior Democratic Services Officer), Fiona Thompson (Head of Human Resources) and Elizabeth Hipworth (HR Business Partner).

1 APOLOGIES FOR ABSENCE/REPLACEMENT MEMBERS

An apology for absence was 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, Councillors E J Poll, Mrs S Woolley and C J T H Brewis had been appointed as replacement members to the two vacancies and Mrs A M Newton respectively, for this meeting only.

2 DECLARATIONS OF MEMBERS' INTERESTS

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

3 MINUTES OF THE PAY POLICY SUB-COMMITTEE MEETING HELD ON 29 JANUARY 2019

RESOLVED

That the minutes of the Pay Policy Sub-Committee meeting held on 29 January 2019 be agreed and signed by the Chairman as a correct record.

4 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.

5 CHIEF OFFICER (CORPORATE LEADERSHIP TEAM) PAY REVIEW

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Consideration was given to an exempt report which provided the Sub-Committee with information relating to Chief Officer salary levels. Members were guided through the report and officers responded to questions raised.

RESOLVED

That the Sub-Committee confirmed that the base salaries for the Chief Executive and Executive Directors continued at the current level of single spot salary points.

On completion of the exempt item the remainder of the meeting was held in public.

6 PAY POLICY STATEMENT 2020-21

Consideration was given to a report from the Executive Director – Resources, which set out the Pay Policy Statement.

The Sub-Committee was advised that all local authorities were required to agree on an annual basis. It was highlighted that the statement as detailed at Appendix A to the report had been prepared in accordance with the requirements of the legislation and best practice.

Officers advised that the policy had been updated to reflect:-

- Section 25 Pay Multiples (Section 2, page 28) – that the level for 2019/20 the pay multiple was 4 which was the same as the previous 2 years; and
- Senior Leadership roles (Appendix A – page 31) – the inclusion of the Assistant Director Corporate Transformation, Programmes and Performance.

The Sub-Committee noted that the National Pay Award was still awaited.

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

- Information relating to the Gender Pay Gap – The Sub-Committee was advised that this piece of work was currently being worked on, as it had to be completed by the end of March 2020. Officers advised that the Gender Pay Gap would be considered by the Overview and Scrutiny Management Board, prior to being presented to the February Council meeting;
- Clarification of the status of Chief Fire Officer. The Sub-Committee was advised that the Chief Fire Officer was not considered to be an Executive Director and that his salary was determined outside the remit of the Sub-Committee.

RESOLVED

1. That the Pay Policy Statement as presented in Appendix A be agreed.

2. That information relating to the Gender Pay Gap be considered by the Overview and Scrutiny Management Board in advance of it being published by 30 March 2020.

The meeting closed at 12.47 pm