



**PAY POLICY SUB-COMMITTEE
8 FEBRUARY 2022**

PRESENT: COUNCILLOR M J HILL OBE (CHAIRMAN)

Councillors Mrs P A Bradwell OBE (Vice-Chairman), Mrs W Bowkett, R D Butroid and M A Whittington

Officers in attendance:-

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

1 APOLOGIES FOR ABSENCE/REPLACEMENT MEMBERS

Apologies for absence were received from Councillor A J Baxter and M D Boles.

It was noted that the Chief Executive, having received notice under Regulation 13 of the Local Government (Committees and Political Groups) Regulations 1990, Councillor Mrs W Bowkett had been appointed as a replacement member for the vacancy for this meeting only.

2 DECLARATIONS OF MEMBERS' INTEREST

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

3 MINUTES OF THE MEETING HELD ON 26 JANUARY 2021

RESOLVED

That the minutes of the Pay Policy Sub-Committee held on 26 January 2021 be agreed and signed by the Chairman as a correct record.

4 PAY POLICY STATEMENT 2022-23

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

- Fire and Rescue Service Management Team salaries from 1 January 2021.
- Salary Structure from 1 April 2021-2022 NJC for Local Government Services.

The Chairman invited Tony Kavanagh, Assistant Director – Human Resources and Organisational Development to present the report to the Committee. He advised that there had not been any significant changes since the previous year, and negotiations were still

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ongoing with trade unions with respect to the NJC for Local Government Services for salaries above spinal column point (SCP) 15.

A copy of the Pay Policy Statement for the year 2022/23 was attached at Appendix A of the report for the Committee's consideration.

The Committee was advised that the policy had been updated to reflect the following:

- Fire and Rescue Service Management Team salaries from 1 January 2021
- Salary Structure from 1 April 2021 – 2022 – NJC for Local Government Services (SCP 1 – 15).

It was highlighted that following the publication of the agenda, notification was received late the previous week that the Chief Executive pay bargain had been resolved with a 1.5% inflationary pay award. The policy would be updated prior to it being submitted to the County Council for approval.

Post-Meeting Note

Please note the pay award for Chief Officers was resolved at 1.5% and published on 9 February 2022. Therefore, the salary scales for members of the Corporate Leadership Team and Senior Leaders (Pay Grades AA, A, B and C) will reflect the increase for 2021/22.

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 Committee with information in relation to the Chief Executive and Chief Officer's (Corporate Leadership Team) remuneration.

Officers responded to a number of questions.

RESOLVED

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

The meeting closed at 2.16 pm