



PAY POLICY SUB-COMMITTEE 11 FEBRUARY 2015

PRESENT: COUNCILLOR M J HILL OBE (CHAIRMAN)

Councillors 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.

Officers in attendance:-

Katrina Cope (Team Leader Democratic and Civic Services) and Fiona Thompson (Service Manager People).

1 APOLOGIES FOR ABSENCE/REPLACEMENT COUNCILLORS

No apologies for absence were received.

2 DECLARATIONS OF COUNCILLORS' INTERESTS

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

3 MINUTES OF THE MEETING OF THE PAY POLICY SUB-COMMITTEE HELD ON 3 FEBRUARY 2014

RESOLVED

That the minutes of the meeting of the Pay Policy Sub-Committee held on 3 February 2014 be confirmed and signed by the Chairman as a correct record, subject to word 'about' at bullet point 6 on page 6 being amended to read 'above'.

4 PAY POLICY STATEMENT 2015/16

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 Manger – People advised the Sub-Committee that the Pay Policy Statement at detailed at Appendix A to the report presented had been updated to reflect the national pay award in 2014/15 for grades 1 – 6 and for Chief Officers; the revised senior leadership bands; and the changes negotiated through Collective Agreement on Pay and Reward which would take effect from 1 April 2015.

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The Sub-Committee were asked to consider the Pay Policy Statement 2015/16 before it was presented to Council for approval on Friday 20 February 2015.

The Sub-Committee were guided through the report and associated Appendix presented which identified the changes made, particular reference was made to:-

- Page 6 – Paragraph 4 - The Senior Management Pay Structure. It was noted that the senior structure had been evaluated by Hay;
- Page 7 – Paragraph 5 – Other Employees' Pay Structure (including lowest paid employees);
- Page 8 – Paragraph 7 – The National Pay Award;
- Page 8 – Paragraph 11 – Performance Related Pay and "Earn Back";
- Page 10 – Paragraph 21 – Payments for Returning Officers during Local Elections; and
- Page 11 – Paragraph 25 - Pay Multipliers (or pay dispersion).

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

- Some concern was expressed with regard to the different senior job titles bands, as it was thought that the term 'Senior Leaders' was somewhat confusing;
- The Sub-Committee were advised that the Executive Directors were paid on a 'spot salary' point as all roles had collective responsibilities for the success of all service areas, and that the salary levels were bench marked against available data for Eastern and Midlands Shire Counties;
- It was reported that the remuneration for Senior Leadership was determined by the Head of Paid Service and was underpinned by the Hay Job Evaluation Scheme. The employees would be appraised in line with agreed objectives. Under the new scheme, officers within the Senior Leadership would normally be appointed on the median pay range within their allocated band;
- Minimum Wage – The Sub-Committee noted that Appendix B to the Statement provided information relating to the Salary Structure and that the Scale 1 figure from January 2015 of £13,316 was above the minimum wage. It was highlighted that the living wage was £7.58 per hour and that grade 2 scale point 6 was the equivalent of the living wage. It was noted that there had been 90 employees identified as being below the living wage last year, and that for the current year this figure was now 83 employees. The Service Manager – People agreed to email out to the Sub-Committee details relating to the costs of the living wage for the Council. It was reported that the data to be circulated excluded schools, but included modern apprentices.

RESOLVED

That the Pay Policy Statement 2015/16 as detailed at Appendix A be agreed and 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 19772, as amended.

6 CHIEF EXECUTIVE AND EXECUTIVE DIRECTOR 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 Executive and Executive Director Pay Review.

RESOLVED

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

The meeting closed at 2.45 pm.

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