



PAY POLICY SUB-COMMITTEE 26 JANUARY 2021

PRESENT: COUNCILLOR M J HILL OBE (CHAIRMAN)

Councillors Mrs P A Bradwell OBE (Vice-Chairman), Mrs A M Newton, R B Parker, R D Butroid, C J Davie and M A Whittington.

Officers in attendance:-

Katrina Cope (Senior Democratic Services Officer), Vicki Sharpe (HR Services Manager) and Tony Kavanagh (Assistant Director – Human Resources and Organisational Support).

1 APOLOGIES FOR ABSENCE/REPLACEMENT MEMBERS

An apology for absence was received from Councillor B Young.

It was noted that the Chief Executive, having received notice under Regulation 13 of the Local Government (Committees and Political Groups) Regulations 1990, Councillors R Butroid, C J Davie and M A Whittington had been appointed as replacement members for Councillor B Young and to the two vacancies respectively, for this this meeting only.

2 DECLARATIONS OF MEMBERS' INTEREST

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

3 MINUTES OF THE PAY POLICY SUB-COMMITTEE MEETING HELD OF 21 JANUARY 2020

RESOLVED

That the minutes of the Pay Policy Sub-Committee meeting held on the 21 January 2020 be agreed and signed by the Chairman as a correct record.

4 PAY POLICY STATEMENT 2021-22

Consideration was given to a report which invited the Sub-Committee to note the updates to the Pay Policy Statement.

The Chairman invited Vicki Sharpe, Human Resources Services Manager, to present the report to the Sub-Committee. The Committee noted that Tony Kavanagh, Assistant Director – Human Resources and Organisational Support was also present for this item.

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A copy of the Pay Policy Statement for the year 2021/2022 was attached at Appendix A to the report for the Sub-Committee's consideration.

The Sub-Committee was advised that on page 10 of the report pack there was a typographical error in the Background Papers section of the report, the Sub-Committee noted that document title year should have been 2020/21 and not 2021/21 as stated.

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

- Section 25 – Pay Multiples;
- Appendix A – Senior Manager Pay Structure – from April 2020 and Fire and Rescue Service Management Team salaries; and
- Appendix B – Salary Structure from 1 April 2020 – 2021- NJC for local Government salaries.

RESOLVED

That the Pay Policy Statement for the year 2021/22 as detailed at Appendix A to the report presented be recommended 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 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 Sub-Committee with information in relation to the Chief Officer Pay Review.

The Chairman invited Vicki Sharpe, Human Resources Services Manager, to present the exempt report.

Officers responded to questions raised.

RESOLVED

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

The meeting closed at 2.18 pm