

At a Meeting of the **HUMAN RESOURCES COMMITTEE** held on **WEDNESDAY 15 MARCH 2022** at **10.00am** in Committee Room 1, City Hall

Present: -

Councillor Miller in the Chair

Councillors Farthing, Hartnack, Haswell, Johnston, Mann, and P Wood.

Also present: -

Stephen Ballantyne	-	Governance Law Specialist
Lyn Barnes	-	Senior HRD Business Partner
Gillian Kelly	-	Principal Governance Services Officer

Apologies for Absence

Apologies for absence were submitted to the meeting on behalf on Councillors Chequer, Potts, Stewart and Williams.

Declarations of Interest

There were no declarations of interest.

Minutes

21. RESOLVED that the minutes of the meetings of the Human Resources Committee held on 24 November 2022 and 9 December 2022, Part I, be confirmed and signed as a correct record.

Councillor Hartnack referred to the minutes of 24 November 2022, in particular whether a market supplement could be introduced for the 'harder to reach' market and had previously been advised that this was something which the policy would allow and could be discussed across the region, however commented that no update had been given.

The Chair noted the comment and asked that this be brought this forward to the next meeting.

Councillor Haswell asked that the issue in relation to School Crossing Patrols and the review to be undertaken could also be brought to the next meeting, as previously requested.

The Chair agreed and commented that this would be added to the next agenda.

Pay Policy Statement 2023-24

The Director of Smart Cities and Enabling Services submitted a report to present the draft Pay Policy Statement for 2023-24 for consideration by Human Resources Committee and recommendation to Council.

Members were advised that the proposed draft Pay Policy Statement 2023-24 was appended to the report and that the amendments in comparison with the 2022-2023 Pay Policy Statement were: a national increase in JNC pay rates, structural changes, and minor changes to the presentation of the statement.

One way of measuring pay relationships was to use a pay multiple. The Committee was advised that the highest paid was £196,399 and the median paid was £24,496 therefore the ratio was 8.02:1. This was a reduction from the ratio for 2022-2023 which was 8.62:1.

Councillor Hartnack referred to the market pay supplements and commented that this may need amending subject to the review.

Stephen Ballantyne advised that the Pay Policy was submitted to Council therefore any subsequent amendments would also be recommended to Council for approval.

22. RESOLVED that the draft Pay Policy Statement for 2023-2023 be recommended to Council for approval for publication.

Local Government (Access to Information) (Variation Order) 2006

At the instance of the Chair, it was: -

23. RESOLVED that in accordance with the Local Government (Access to Information) (Variation) Order 2006, the public be excluded during the consideration of the remaining business as it was considered to involve a likely disclosure of information relating to a particular individual or which was likely to reveal the identity of an individual or which was likely to reveal the identity of an individual and any consultations or negotiations, or contemplated consultations or negotiations in connection with any labour relations matter arising between the Council and its employees. (Local Government Act 1972, Schedule 12A, Part 1, Paragraphs 1, 2 and 4). The public interest in maintaining this exemption outweighed the public interest in disclosing the information.

(Signed)

G MILLER
Chair

Note: -

The above minutes comprise only those relating to items during which the meeting was open to the public.

Additional minutes in respect of other items are included in Part II.

