

At a meeting of the HUMAN RESOURCES COMMITTEE held in the CIVIC CENTRE (COMMITTEE ROOM NO. 1) on Thursday 26 February 2015 at 5.30p.m.

Present:-

Councillor P. Watson in the Chair

Councillors Gofton, Speding and H. Trueman.

In Attendance:

Sue Stanhope (Director of Human Resources and Organisational Development), John Rawling (Deputy Director of Human Resources and Organisational Development), Elaine Waugh (Head of Law and Governance), Sonia Tognarelli (Director of Finance) and Kate Cuthbert (Principal Governance Services Officer).

Apologies for Absence

Apologies for absence were submitted to the Committee on behalf of Councillors Gallagher, L. Martin, Mordey, D. Trueman, Wakefield, S. Watson, A. Wilson and T. Wright.

Declarations of Interest

There were no declarations of interest.

Minutes

5. RESOLVED that the minutes of the meeting of the Committee held on 15 December 2015, Part I (copy circulated) be confirmed and signed as a correct record.

Pay Policy Statement 2015-16

The Committee considered that the report of the Director of Human Resources and Organisational Development on the Pay Policy Statement 2015-16 did not contain exempt information and would therefore be considered during Part I of the meeting.

The Director of Human Resources and Organisational Development submitted a report to recommend the approval of the draft Pay Policy Statement 2015-2016, for subsequent adoption by Council and publication by 31st March 2015.

The Committee were reminded that the current policy needed to be updated and published for 2015-16. On 3 October 2014 the Government issued a revised Local Government Transparency Code, which came into force on 31st October 2014. The HR implications of the mandatory information were the annual publication of:

- An Organisation Chart covering staff in the top three levels of the organisation;
- Annual publication of Trade union facility time;
- Senior salaries; and
- Pay multiple – (the ratio between the highest paid salary and the median salary of the whole workforce).

The proposed draft Pay Policy Statement 2015-2016 was appended to the report and the 2014/2015 Pay Policy was currently published on the Council's website alongside the Statement of Accounts. Members were advised that the draft Pay Policy Statement once approved by the Committee, would then be recommended Cabinet and adopted by full Council.

The Director of Human Resources and Organisational Development advised that Trade Unions were likely to ask questions around the Pay multiple which had been amended to reflect the Chief Executive's salary and the median salary, whereas in the past, this had been the lowest paid salary. In response to a question from Councillor Speding, this was 1:8:87 as at 1st January 2015, therefore changes in relation to the Workforce Transformation project would not be included until the following year.

A discussion then ensued in relation to pension contributions and members were reminded that during 2015-16 the employer would contribute 15.9% of pensionable pay to the pension fund. Employees would also pay a contribution of between 5.5% and up to 12.5%. The Committee acknowledged the detrimental impact this could have on those employees losing a substantial amount of income as a result of the Workforce Transformation Project.

6. RESOLVED that the draft Pay Policy Statement 2015-2016 for recommendation to Cabinet and adoption by Council and publication by 31st March 2015, be approved.

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

At the instance of the Chairman, it was:-

7. RESOLVED that in accordance with Section 100(A)4 of the Local Government Act 1972, the public be excluded during the consideration of the remaining business as it was considered to involve a likely disclosure of exempt information relating to any individual or information which is likely to reveal the identity of an individual or 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 outweighs the public interest in disclosing the information.

(Signed) P. WATSON,
Chairman

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.

