

At a Meeting of the **HUMAN RESOURCES COMMITTEE** held remotely using **Microsoft Teams** and **livestreamed on YouTube** on **THURSDAY 25 FEBRUARY** at **5.30pm**.

Present: -

Councillor Miller in the Chair

Councillors Atkinson, Farthing, Haswell, McKeith, Mann, Stewart, Tye, Williams and P Wood.

Also present: -

Jon Ritchie	-	Executive Director of Corporate Services
Gill Hunter	-	Senior HR Business Partner
Julienne Collinson	-	Senior Manager, Law and Governance
Kate Kirton	-	Principal Governance Services Officer

Apologies for Absence

There were no apologies for absence.

Declarations of Interest

There were no declarations of interest.

Minutes

4. RESOLVED that the minutes of the meeting of the Human Resources Committee held on 18 August 2020, Part I be confirmed and signed as a correct record.

Pay Policy Statement 2021-2022

The Executive Director of Corporate Services submitted a report presenting the Pay Policy Statement for 2021-2022.

The Localism Act 2011 included the requirement for local authorities to produce a Pay Policy Statement which was to be updated, approved by full Council and

published annually on the Authority's website. The Pay Policy Statement needs to be updated, approved by Council at the meeting on 24 March 2021 and published by 31 March 2021.

The purpose of the Pay Policy Statement was to provide transparency with regard to the Council's approach to setting the pay of employees by identifying: -

- The methods by which salaries of all employees are determined.
- The details and level of remuneration of the Council's most senior staff, i.e. 'chief officers' as defined by the relevant legislation.
- The remuneration of the lowest paid employees.
- The relationship between the remuneration of its Chief Officers and the remuneration of employees who were not Chief Officers.

The Executive Director of Corporate Services highlighted that the changes to the proposed draft Pay Policy Statement 2021-2022 in comparison with the 2020-2021 Statement were: changes to dates; a national increase in the JNC pay rates; and minor changes to the presentation of the statement.

Councillor Wood referred to the 'Background' section of the covering report and the data sets which were published annually and asked when the updated information would be published. The Executive Director of Corporate Services advised that this information was on the website all year round and he understood that it would be updated around the start of the financial year, however he would ask officers to confirm this with Councillor Wood.

Councillor Haswell referred to the increase in the median pay multiple and asked if this was related to the living wage. The Executive Director of Corporate Services noted that the ratio was largely unchanged from the previous year but would check these figures and clarify this point.

Having considered the report, it was: -

5. RESOLVED that the Pay Policy Statement for 2021-2022 be approved for publication, following agreement by the Council on 24 March 2021.

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

At the instance of the Chairman, it was: -

6. 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
Chairman

Prior to moving to Part II of the agenda, it was confirmed that the livestream of the meeting had ended.

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.

