

PERSONNEL COMMITTEE

Minutes of a meeting of the Personnel Committee held on Monday, 10 February 2014 at 3.00 pm at Addenbrooke House, Telford

PRESENT: Councillors K S Sahota (Chairman), E A Clare, S Davies, N A Dugmore, A J Eade and R A Overton

PEB-1 MINUTES

RESOLVED – that the minutes of the meeting of the Personnel Board held on 19 March 2013 be confirmed and signed by the Chairman.

PEB-2 APOLOGIES FOR ABSENCE

Councillor K R Guy.

PEB-3 DECLARATIONS OF INTEREST

Cllr A J Eade declared an interest in minute number PEB-4 in relation to his wife's employment but indicated that in the circumstances he would not be withdrawing from the meeting for that item.

PEB-4 PUBLICATION OF THE COUNCIL PAY POLICY STATEMENT

The People Services Manager presented the report of the Assistant Director: Law, Democracy & People Services, which outlined the content of the Council's updated pay policy for 2014/15. A copy of the Pay Policy Statement was attached to the report.

The Localism Act 2011 required local authorities to produce an annual Pay Policy Statement covering the setting of pay levels and remuneration at various tiers of the Council. The Statement followed a similar format to that approved a year ago but some minor changes were highlighted. Whilst Chief Officer remuneration remained static and termination payments were unchanged, the lowest salary paid had increased by 1% following a national pay award effective from 1st April 2013. The pay award had, therefore, impacted slightly on the pay multiple between the lowest paid FTE employee and Chief Officers and this still remained well below the threshold set out in the Hutton 'Review of Fair Pay in the Public Sector'.

Members asked a number of questions regarding the Statement. In response, the People Services Manager advised Members that Returning Officer Fees were paid by Central Government and he agreed to provide further detail in a written précis. He also gave details regarding the payments made to the Council's Apprentices and retention rates at the end of training contracts together with efforts to assist apprentices find employment with the Council or its partners. Members sought benchmark detail regarding the pay multiple of the lowest paid fte employee and the Managing Director and were reminded that the Council had voluntarily increased the lowest paid salary to scale point 5 on the national scale but there was no national published comparison data available.

RESOLVED (by majority)

- (a) **TO RECOMMEND TO COUNCIL that the Council’s Pay Policy Statement for 2014/15, as amended, be approved for publication on the Council’s website on 1 April 2014;**
- (b) **that authority be delegated to the Assistant Director: Law, Democracy & People Services, in consultation with the Leader of the Council, to amend the Statement as necessary in line with any national guidance that is issued following the meeting.**

The meeting closed at 3.12pm

Chair.....

Date.....