

PERSONNEL BOARD

Minutes of a meeting of the Personnel Board held on Tuesday 19th February 2013 at 5.15 pm at Addenbrooke House, Telford

PRESENT: Councillors K.S. Sahota (Chair), R.C. Evans, W.A.M. McClements, R.A. Overton and C.F. Smith

PEB-5 MINUTES

RESOLVED – that the minutes of the meeting of the Personnel Board held on 26th July 2012 be confirmed and signed by the Chair.

PEB-6 APOLOGIES FOR ABSENCE

Councillor A.J. Eade

PEB-7 DECLARATIONS OF INTEREST

None

PEB-8 PUBLICATION OF THE COUNCIL PAY POLICY STATEMENT

The People Services Manager presented the report of the Assistant Director: Customer & People Services, which outlined the content of the Council's updated pay policy for 2013/14. 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. It was noted that the multiples between the lowest paid FTE employee and the Managing Director and average Chief Officer was well below the threshold set out in the Hutton 'Review of Fair Pay in the Public Sector'. The Statement was largely similar to that approved a year ago, but further clarification had been added at paragraph 7.3 regarding the re-employment of former employees. This had been amended to provide more flexibility in circumstances where an individual was re-engaged on a consultancy, agency or private service provider basis – as long as such employment could not have been foreseen at the time the individual left. An amended Appendix B to the Statement was circulated, which contained an additional column to reflect the higher car user allowance rate paid to a small number of employees on old Wrekin/Shropshire conditions.

Members asked a number of questions regarding details of the Statement, and the People Services Manager advised that much of the wording was drawn from legislation or statutory pension regulations, and that any changes arising from implementation of single status would result in the statement being amended accordingly.

RESOLVED –

- (a) TO RECOMMEND TO COUNCIL that the Council’s Pay Policy Statement for 2013/14, as amended, be approved for publication on the Council’s website on 1 April 2013;**

- (b) that authority be delegated to the Assistant Director: Customer & People Services, in consultation with the Cabinet Member: Resources & Service Delivery, to amend the Statement as necessary in line with any national guidance that is issued following the meeting.**

The meeting closed at 5.24pm

Chair.....

Date.....