

REMUNERATION COMMITTEE

MINUTES of the meeting held on Thursday, 28 September 2017 commencing at 4.00 pm and finishing at 4.23 pm

Present:

Voting Members: Councillor Ian Hudspeth – in the Chair

Councillor Lynda Atkins
Councillor Mrs Judith Heathcoat
Councillor Charles Mathew
Councillor Richard Webber

Officers:

Whole of meeting Sean Collins, Steve Munn, Director of Human Resources, Fiona Percival, Strategic HR Manager; Sue Whitehead (Resources Directorate)

The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting, together with and decided as set out below. Except as insofar as otherwise specified, the reasons for the decisions are contained in the agenda and reports, copies of which are attached to the signed Minutes.

21/17 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS

(Agenda No. 1)

Apologies were submitted by Councillors Brighouse and Bulmer.

22/17 MINUTES

(Agenda No. 3)

The Minutes of the meeting held on 10 July 2017 were approved and signed as a correct record.

23/17 UPDATE ON GENDER PAY GAP REPORTING 2017

(Agenda No. 5)

The Committee considered a report that provided an update on regulations requiring employers in the UK with more than 250 staff to publish figures annually on their own website and on a government website to show how large the pay gap is between their male and female employees.

Steve Munn, introduced the contents of the report and advised that the Council would have no difficulty in meeting the requirements of the regulations. He was

disappointed that again they were being asked to produce and publish data that was backwards looking.

RESOLVED: to note the report.

24/17 PENSIONS BENEFITS SUB-COMMITTEE

(Agenda No. 6)

Remuneration Committee had before them a report considering the role of the Pensions Benefits Sub-Committee and in particular its role with regard to the early release of pension benefits as a result of redundancy.

Councillor Mathew commented that he had been responsible for raising this issue. He had been uncomfortable at the position he and fellow pension benefits sub-committee members had been placed in where they were being asked to approve the early release of pension benefits as a result of redundancy where in fact they had no discretion. Fiona Percival clarified that in future Pension Benefits would only look at those cases where there is still discretion.

RESOLVED: that:

- (a) the Pensions Benefits Sub-Committee's role is amended under the constitution to only consider early retirement cases where the Council has discretion. E.g. ill health retirement;
- (b) consideration and approval for all other early retirements such as redundancy and business efficiency is delegated to council Directors with concurrence from the Strategic HR Manager; and
- (c) that all redundancies and early retirements including associated costs are reported to the Remuneration Committee each quarter.

25/17 UPDATE ON TEACHERS' PAY

(Agenda No. 7)

Remuneration Committee noted a verbal update on Teacher' Pay.

26/17 OUTSIDE BODIES

(Agenda No. 8)

RESOLVED: to agree the following appointments and to confirm Councillor Heathcoat's appointment as the relevant Cabinet Member on Trading Standards South East Ltd:

South East Reserve Forces' and Cadets' Association – Councillor Lynda Atkins
Mill Arts Centre Association – Councillor Eddie Reeves

27/17 EXEMPT ITEM

(Agenda No.)

RESOLVED: That the public be excluded for the duration of items PB5 and PB6 in the Agenda since it was likely that if they were present during those items there would be disclosure of exempt information as defined in Part 1 of Schedule 12 A to the Local Government Act 1972 (as amended) and specified in relation to the respective items in the Agenda and since it was considered that, in all the circumstances of each case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

PROCEEDINGS FOLLOWING THE WITHDRAWAL OF THE PRESS AND PUBLIC

28/17 EXEMPT MINUTES

(Agenda No. 9)

The minutes of the meeting held in exempt session on 10 July 2017 were approved and signed.

The information contained in the report is exempt in that it falls within the following prescribed category:

- 1 *Information relating to any individual*
- 3 *Information relating to the financial or business affairs of any particular person (including the authority holding that information)*
- 4 *Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matters arising between the authority or a Minister of the Crown and employees of, or officer-holders under the authority*

It is considered that in this case the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that such disclosure would infringe the rights of the individual to privacy contrary to the general law and the duty of the authority to respect human rights and to comply with that law and contrary to the authority's duties as a fair employer.

..... in the Chair

Date of signing 2017