

REMUNERATION COMMITTEE

MINUTES of the meeting held on Wednesday, 13 April 2016 commencing at 10.30 am and finishing at 11.25 am

Present:

Voting Members: Councillor Ian Hudspeth – in the Chair

Councillor Liz Brighthouse OBE
Councillor Charles Mathew
Councillor David Williams
Councillor David Wilmshurst

Officers:

Whole of meeting Steve Munn, Chief Human Resources Officer; Deborah Miller (Corporate Services)

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.

6/16 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS

(Agenda No. 1)

An apology for absence was received from Councillor Richard Webber.

7/16 MINUTES

(Agenda No. 3)

The Minutes of the Meeting held on 2 February 2016 were approved and signed.

8/16 REVIEW OF INTERMEDIATE APPRENTICESHIP PAY

(Agenda No. 5)

The Committee had before them a report (RC5) which reviewed the current salary offered for Intermediate Apprenticeships by the Council, in light of some issues experienced with recruiting into apprentice roles in the past 12 months, and offered a salary comparison with rates paid by other local high quality employers. This report informed members of Remuneration Committee of the revised rate of pay the Council would offer for entry-level Apprenticeships.

RESOLVED: to note the increased salary offered.

9/16 EXIT PAYMENTS: CONSULTATION ON FURTHER REFORMS

(Agenda No. 6)

The Government had published a consultation document on its proposals for controlling exit payments for public sector employees. The deadline for responses was 3 May 2016. The Local Government Association had provided useful advice on this consultation and this was attached at Annex 1. The Committee were asked to indicate whether it was content with the Local Government response to the consultation or alternatively, whether it would wish to make comments as an individual Council.

RESOLVED: that the Committee was content with the Local Government Association response to the Consultation.

10/16 EXEMPT ITEMS

(Agenda No.)

RESOLVED: that the public be excluded for the duration of item RC7 – and RC8 since it is likely that if they were present during those items there would be disclosure of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972 (as amended) and specified below in relation to those items and since it is considered that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

PUBLIC SUMMARY OF PROCEEDINGS HELD IN PRIVATE SESSION

11/16 EXEMPT MINUTES

(Agenda No. 7)

The information contained in the minutes 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)

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

The exempt part of the minutes of the meeting held on 2 February 2016 were approved and signed.

12/16 SENIOR OFFICER APPOINTMENTS

(Agenda No. 8)

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

- 1 *Information relating to any individual*
- 2 *Information which is likely to reveal the identity of an individual*
- 3 *Information relating to the financial or business affairs of any particular person (including the authority holding that information)*

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.

The appointments of Head of Paid Service and Monitoring Officer had been confirmed at Council on 8 September 2015 and temporary pay arrangements for both officers had been agreed and noted by Remuneration Committee on 10 December 2015. It was further agreed at that meeting that those temporary pay arrangements would be reviewed by 1 April 2016.

The Committee had before them a report which proposed continued temporary pay arrangements for both officers from 1 April 2016 based on the increased responsibilities previously noted and taking account of the findings and direction of travel proposed for effective transition by the senior management review.

RESOLVED: the Committee agreed the recommendations.

..... in the Chair

Date of signing 2016