

REMUNERATION COMMITTEE

MINUTES of the meeting held on Wednesday, 17 January 2024 commencing at 12.00 pm and finishing at 12.15 pm

Present:

Voting Members: Councillor Liz Brighthouse OBE (Deputy Chair) – in the Chair

Councillor Stefan Gawrysiak
Councillor John Howson
Councillor David Bartholomew (In place of Councillor Yvonne Constance OBE)
Councillor Neil Fawcett (In place of Councillor Liz Leffman)
Councillor Nick Field-Johnson (In place of Councillor Eddie Reeves)

Officers:

Whole of meeting Lorna Baxter, Executive Director of Resources and Section 151 Officer; Sharon Yardy, Head of HR Professional Services; Paul Tallant, HR Manager – Reward; Sarah Currell, HR Manager (Business Systems) and Colm Ó Caomhánaigh, Democratic Services Manager.

The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting, 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.

1/24 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS

(Agenda No. 1)

Apologies were received from Councillor Liz Leffman (substituted by Councillor Neil Fawcett), Councillor Eddie Reeves (substituted by Councillor Nick Field-Johnson) and Councillor Yvonne Constance (substituted by Councillor David Bartholomew).

The Committee sent its best wishes to Councillor Constance who was recovering from illness.

2/24 DECLARATIONS OF INTEREST - SEE GUIDANCE NOTE

(Agenda No. 2)

There were no declarations of interest.

3/24 MINUTES

(Agenda No. 3)

The minutes of the meetings held on 26 October 2023 and on 3 November 2023 were approved as accurate records of those meetings.

4/24 PETITIONS AND PUBLIC ADDRESS

(Agenda No. 4)

There were none.

5/24 PAY POLICY STATEMENT 2024/25

(Agenda No. 5)

The Committee was required under the Constitution to consider the Pay Policy Statement for 2024/25 and make a recommendation to Full Council on the statement.

The statement was summarised by Lorna Baxter, Executive Director of Resources and Section 151 Officer, noting that the ratio between the highest and lowest paid at the Council had reduced. This was largely due to the implementation of the National Living Wage over the last couple of years.

Councillor Bartholomew noted that Full Council agreed to the appointment of the new Chief Executive at a certain pay rate. The Chief Executive commenced on 1 March 2023 and a month later received a salary increase. This would certainly never happen in the private sector. He believed that this should have been made clear to Council.

Officers responded to points made by Members as follows:

- The Chief Executive received the local government pay award on 1 April 2023 as did all other council employees. The level of increase was not known until later in the year but officers agreed that it would be better to flag this in future if an appointment is made late in the financial year.
- The position of Chief Fire Officer was not on the list that must be reported – perhaps because not many local authorities were responsible for the fire service.
- Staff on lower grades received up to a 10% increase while it was 3.5% for chief officers.

Councillor Bartholomew proposed an amendment to add c) to the recommendations:

“c) Ensure that for future appointments it will be made clear to Full Council that any pay rise will be applied in April even if a senior officer is appointed in March, for example.”

The amendment was agreed. The recommendations were then agreed as amended.

RESOLVED to

- a) Receive the report.
- b) Recommend the 2024/25 Pay Policy Statement prior to progression to Full Council for approval.
- c) Ensure that for future appointments it will be made clear to Full Council that any pay rise will be applied in April even if a senior officer is appointed in March, for example.

6/24 MEETING DATES FOR 2024/25

(Agenda No. 6)

The proposed meeting dates were agreed as follows:

- Monday 4 November 2024 at 10am
- Wednesday 15 January 2025 at 10am
- Other meetings to be arranged as required.

7/24 EXEMPT MINUTES

(Agenda No. 7)

The exempt minutes of the meeting held on 26 October 2023 were approved.

..... in the Chair

Date of signing