

Personnel Committee
15 JUNE 2016

Present: Councillors: John Blackall, Jonathan Chowen, Paul Clarke, Roger Clarke, Roy Cornell, Liz Kitchen, Tim Lloyd, Mike Morgan, Kate Rowbottom and Michael Willett

Apologies: Councillors: Christine Costin, Jonathan Dancer, Ray Dawe, Tony Hogben and David Jenkins

Also Present:

PC/1 **ELECTION OF CHAIRMAN**

RESOLVED

That Councillor Michael Willett be elected Chairman of the Committee for the ensuing Council year.

PC/2 **APPOINTMENT OF VICE-CHAIRMAN**

RESOLVED

That Councillor Tim Lloyd be appointed Vice-Chairman of the Committee for the ensuing Council year.

PC/3 **TO APPROVE THE TIME OF THE MEETINGS OF THE COMMITTEE FOR THE ENSUING COUNCIL YEAR**

RESOLVED

That meetings of the Committee be held at 5.30pm for the ensuing Council year.

PC/4 **MINUTES**

The minutes of the meeting of the Committee held on 9th March 2016 were approved as a correct record and signed by the Chairman.

PC/5 **DECLARATIONS OF MEMBERS' INTERESTS**

There were no declarations of interest.

PC/6 **ANNOUNCEMENTS**

The Chairman announced that membership of the Joint Consultative Forum, which had not met during the previous Council year, would be formed from members of the Personnel Committee on an ad hoc basis should a meeting of the forum be requested.

PC/7 **PAY POLICY STATEMENT - 2016/17**

The Human Resources and Organisational Development Manager reported that the Localism Act 2011 required local authorities to prepare and publish a Pay Policy Statement annually. The draft Pay Policy Statement for 2016/17 was considered by the Committee.

The Pay Policy Statement had been updated to incorporate changes to pay grades as a result of the nationally agreed cost of living rise of 1%. The statement also took into account various bands of the National Minimum Wage, applicable to some casual employees below the age of 25.

The statement set out the Council's policies relating to: Chief Officers' remuneration; lowest paid employees' remuneration; and the relationship between Chief Officers' remuneration and that of other staff.

Members discussed aspects of the statement, in particular the ratio between Chief Officers' remuneration and that of the lowest paid employees. It was a statutory requirement to publish this information and doing so ensured transparency.

Once approved, the Pay Policy Statement for 2016/17 would be published on the Council's website.

RECOMMENDED

That the Pay Policy Statement 2016/17 be approved for publication.

REASON

To comply with the requirements of the Localism Act 2011 to approve a published pay policy annually.

The meeting closed at 5.44 pm having commenced at 5.30 pm

CHAIRMAN