

STAFFING COMMITTEE
Tuesday, 5th February, 2013

Present:- Councillor Stone (in the Chair); Councillors Akhtar and Gilding.

V1. ANNUAL PAY POLICY STATEMENT

Consideration was given to a report presented by Phil Howe, Director of Human Resources, which outlined the matters set out in the report circulated which detailed the Pay Policy Statement for 2013-14 that the Council had to publish under Chapter 8 of the Localism Act, 2011.

The statement must state:-

- Policies relating to remuneration of Chief Officers.
- Remuneration of its lowest paid employees.
- Relationship between remuneration of Chief Officers and employees who were not Chief Officers.
- Level and elements of remuneration for each Chief Officer including charges, fees or allowances (includes election fees).
- Remuneration of Chief Officers on appointment.
- Increases and additions to remuneration for each Chief Officer.
- Use of performance related pay for Chief Officers.
- Use of bonuses for Chief Officers.
- Benefits in kind to which the Chief Officer was entitled.
- Any increase of enhancement to Chief Officer pension entitlement.
- Approach to payment of Chief Officers on their ceasing to hold office.
- Any amounts payable upon the Chief Officer ceasing to hold office other than that payable by virtue of any enactment.
- Approach to publication and access to information relating to remuneration of Chief Officers.

It was also noted that full Council should be offered the opportunity to approve salary packages £100,000 plus offered for new appointments.

The Council's Scheme of Delegation empowered the Staffing Committee to determine conditions of service, employment policies and procedures and remuneration relating to the Chief Executive and Chief Officers.

Recommended:- That the Pay Policy Statement be approved.

V2. EMPLOYEE RELATIONS UPDATE

Consideration was given to a report presented by Phil Howe, Director of Human Resources, which provided a summary of current issues and detailed responses and proposals in respect of employee relations issues regarding:-

- National Pay Award.
- Living Wage implications.
- Council budget challenge.
- Pension Scheme changes and Auto Enrolment.

The Committee noted the approaches being taken.

Resolved:- That the recommended approach on these matters be approved.