

HR Policy Committee

Minutes of a meeting of the HR Policy Committee held on Monday 15 January 2018 at 14:00 in the Luttrell Room, County Hall, Taunton.

Committee members present

Cllr Groskop (Chair)

Cllr Chilcott

Cllr Leyshon

Cllr Redman

Cllr Williams (Substitute)

Apologies: Cllr Ham and Cllr Oliver.

12 Declarations of Interest – agenda item 2

There were no Declarations of Interest.

13 Minutes of the previous meeting – agenda item 3

13.0 The Committee agreed the minutes of the previous meeting were accurate and the Chair signed them.

14 Public Question Time – agenda item 4

14.0 There were no members of the public present, and hence no questions asked, statements/comments made or petitions presented.

15 Pay Policy Statement 2018/2019 – agenda item 5

15.0 The Committee considered this report, introduced by the Strategic Manager HR Business Relations that asked for approval for a revised Pay Policy Statement (PPS). Attention was drawn to Appendix A of the report that contained an amended PPS with proposed changes highlighted. It was acknowledged that the minor changes looked quite extensive but they did not fundamentally change the main provisions, instead they are aimed at clarifying and updating the contents.

15.1 It was stated that the main amendments removed references to 'chief officers' as that term was wide ranging and also covered a number of posts that fell outside of the Council's Senior Leadership Team (SLT). In place of the generic 'chief officer' term the revised contents were more specific about the posts being referred to and at what grade under each section. Those amendments were intended to ensure that the detail of the contents of the PPS in respect of references to the senior management structure accurately reflects the legal position.

15.2 The report also noted the changed rate to apply from 1 April 2018 in relation to the National Living Wage and also referred to the National Joint Committee (NJC) Pay Offer as negotiations about pay for all other staff with the Trade Unions were ongoing. Attention then turned to the pay award in

respect of the Chief Executive and SLT pay claim and if this should match the pay award for NJC Officers for the next 2 years, subject to the award being no greater than 2%.

- 15.3 There was a discussion about the overall pay award and it was confirmed that the Council had budgeted for an NJC award of 2% for 2018-2019. It was noted that the annual cost of a 2% pay increase for NJC officers would be approximately £2.2m and the annual cost of a 2.2% increase for the Chief Executive and SLT would be £60K approximately.
- 15.4 The Committee agreed to:
- Recommend the Council to approve the Pay Policy Statement for the Council for 2018-19 (attached as Appendix A to the report) to have effect from 1st April 2018;
 - Note the changed rate to apply from 1st April 2018 in relation to the National Living Wage;
 - Note the update on the NJC Pay Offer.
- 15.5 Regarding the 'Chief Executive and SLT Pay Claim' an alternative recommendation was proposed by Cllr Leyshon and seconded by Cllr Redman to the effect that the pay award for posts graded 1-3 should match the pay award for NJC officers, subject to the award being no greater than a 2% increase and that it should be for a 12 month period only. This alternative recommendation was not carried as Cllr Chilcott, Cllr Groskop and Cllr Ham voted against.
- 15.6 The Committee agreed, by majority, that the pay award for posts graded 1-3 for 2018/19 and 2019/20 should match the pay award for NJC officers, subject to the award being no greater than a 2% increase. Cllr Leyshon and Cllr Redman abstained.
- 15.7 In addition it was noted that in the event the pay award for NJC officers exceeded 2% for the years in question, then the issue of a pay award for grades 1-3 would be referred back to the Committee for further decision.
- 16 Any other urgent items of business – agenda item 6**
- 16.0 The Chair invited the Human Resources and Organisational Development Director to provide an overview of HR issues and the Committee found the ensuing presentation to be very interesting and informative. The Chair thanked all those present for attending the meeting.

The meeting closed at 15:35.

Cllr Anna Groskop
Chair, HR Policy Committee