

Somerset County Council

County Council

- 23 February 2022

Report of the HR Policy Advisory Committee – for decision

Chair: Cllr Mandy Chilcott – Cabinet Member for Resources

Division and Local Member: All

Lead Officer: Chris Squire - HR & OD Director

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Summary

1.1 This report covers the meeting of the HR Policy Committee workshop meeting on 18 January 2022 which considered a single item of business the Pay Policy Statement 2022/23.

1.2 Officers prepared a draft 2022/23 Pay Policy Statement (PPS), attached as Appendix A, which the HR Policy Committee workshop considered and requested that the Director for Human Resources present it to Full Council for its approval. The amendments are very minor and mainly relate to date changes and change in job titles.

1.3 The HR Policy Committee forms a key part of the Council's constitutional arrangements which underpin the aims and delivery of the Somerset County Plan. The Committee exercises delegated authority from the Council in respect of the approval of the Council's HR policies. However, legislation requires the Pay Policy Statement (PPS) itself to be approved by Full Council. The PPS needs to be approved in time for implementation from the beginning of the financial year.

Recommendations

- 1. Having considered the report and noting that it would have effect from 1 April 2022, the HR Policy Committee requests that the Director for Human Resources submit the Pay Policy Statement for 2022-23, to Full Council for approval.**

The Committee considered this report which set out that it was a statutory requirement for the Council's Pay Policy Statement to be reviewed annually.

The Committee discussed the key points in the report:

- The revised National Living Wage rate from 1 April 2022 would be £9.50.
- That there was no indication of when proposals from the staff side were expected as the 2021/22 increase was still being resolved and since the meeting in January there has been no national settlement in relation to the pay negotiations.

- That the review of Grades 1-3 pay in relation to the national Green Book pay negotiations would have to be revisited at an extraordinary meeting of the HR Policy Committee.

4. Background papers

Agenda and papers for the HR Policy Committee meeting on 18 January 2022.