

Somerset County Council

County Council

- 27th April 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

Author: Cherry Russell – Strategic Manager HR Business Relations

Contact Details: 01823 355085 cjrussell@somerset.gov.uk

Summary

1.1 This report covers the meeting of the HR Policy Committee (advisory board) on 5th April 2022 which considered a single item of business the Pay Award 2021/2022.

1.2 Officers prepared a report confirming the nationally agreed Green Book pay award for staff of 1.75% for 2021/22 and in line with this made a proposal for Chief Officers Somerset Grades 1-3 to receive a pay award of 1.75% for the same period, which the HR Policy Committee advisory meeting considered and requested that the Cabinet Member for Resources present it to Full Council for its approval.

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 and deciding and implementing pay awards for the Chief Executive and Senior Leadership Team. However, due to the pre-election period, the Committee met as an advisory board to Full Council

Recommendations

1. Having considered the report and noting the Chief Executive and Chief Officers pay award proposal of 1.75%, in line with Green Book pay award, to be backdated to April 2021, the HR Policy Committee requests Cabinet Member for Resourcing presents to Full Council for approval. Full Council is therefore asked to approve the report of the Cabinet Member for Resourcing.

The Committee considered this report which set out that since April 2012, determination of any salary/cost of living progression (pay award) for Chief Executive Grade 1 and Chief Officer Grade 2-3 is agreed locally by the HR Policy Committee.

The Committee discussed the key points in the report:

- In recent years the Chief Executive and Chief Officers grade 1-3 in Somerset have received the same percentage pay award as Green Book pay staff, which is intended to ensure fairness and equity.

- An alternative option to consider a pay award in line with nationally negotiated pay awards for Chief Executives and Chief Officer of 1.5%, although Somerset County Council is out of scope of this agreements.
- The proposed pay award of 1.75% for Somerset Grades 1-3 mirrors what Green Book staff received and falls within the 2021/22 agreed budget and additional contingency provision.
- Appropriate pay provisions for staff, SLT and Chief Executive are fundamental to the delivery of the Council's objectives and services as set out in the County Plan.

4. Background papers

Agenda and papers for the HR Policy Committee meeting on 5th April 2022.