

## **HR Policy Committee**

Minutes of a meeting of the HR Policy Committee held on Wednesday 30 September at 9am, virtually via Microsoft Teams.

### **Committee members present:**

Cllr Chilcott (Chair)

Cllr A Groskop

Cllr L Leyshon

Cllr L Redman

Cllr W Wallace

### **Officers present:**

Chris Squire -Director of Human Resources & Organisational Development

Vicky Hayter – Strategic Manager HR Business Relations

Cllr Tessa Munt

### **27. Apologies:**

Cllr P Ham

### **28. Declarations of Interest – agenda item 2**

Reference was made to the following personal interests of the members of the Regulation Committee published in the register of members' interests which was available for public inspection via the Committee Clerk:

Cllr Philip Ham – Mendip District Council

Cllr Liz Leyshon – Mendip District Council

Cllr Leyshon declared a personal interest by virtue of receiving a local government pension.

### **29. Public Question Time – agenda item 3**

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

### **30. Pay update– agenda item 4**

The Chair, Cllr Mandy Chilcott invited Vicky Hayter, Strategic Manager HR Business Relations to introduce the report.

The Strategic Manager, HR, Vicky Hayter introduced the report, highlighting; in 2012 SCC left the national collective bargaining for Chief Officers and from that time the

SLT pay award decision has been made annually by the HR Policy Committee; the national living wage (NLW) rate rose to £8.72 from the 1st of April, and that the lowest point on the new Council pay scale is over £9 per hour, significantly above the £8.72 NLW wage; the national 2.75% pay award agreed in August, and all employees below grade 3, received this in their September salary payment; and today's decision to determine whether the 2.75% pay award should be applied to all officers in Grades 1-3 (Chief Officers), in line with past practice.

Cllr Liz Leyshon asked if the 2.75% pay award had been budgeted for in this financial year.

The Chair confirmed that the pay award had been budgeted for in this financial year and reported in the MTFP.

**Following consideration of the officer report the HR Policy Committee is agreed to:**

- 1. Be reminded of the revised National Living Wage rate from 1<sup>st</sup> April 2020.**
- 2. Note the agreement to the 2.75% pay award plus an additional day of annual leave for those receiving the lowest amount of annual leave.**
- 3. Apply a 2.75% pay increase to Grades 1-3 to reflect the agreed national Green Book pay increase and the increase agreed nationally for Chief Officers.**

**31. Any other urgent item of business-** agenda item 5

No other urgent items of business.

The meeting closed at 9.13 am  
Cllr Mandy Chilcott  
Chair, HR Policy Committee