

**Minutes of a virtual workshop for members of the HR Policy Committee held at
2pm on**

Tuesday 18th January 2022

PRESENT

CLlr M Chilcott (in the Chair)

CLlr A Kendall

CLlr D Loveridge substituting for CLlr L Redman

CLlr W Wallace

CLlr P Ham

Officers Present:

Chris Squire - Director of Customers, Digital and Workforce

Cherry Russell- Strategic Manager, HR Business Relations

50 Apologies for Absence - Agenda item 1

CLlr A Groskop, CLlr L Redman

51 Declarations of Interest - Agenda item 2

Reference was made to the following personal interests of the Members of the HR Policy Committee, published in the Register of Members' Interests, which was available for public inspection via the Committee Clerk:

CLlr A Kendall – declared a personal interest by virtue of pensions.

52 Minutes - Agenda item 3

The Minutes of the meeting held on 20 April 2021 were noted.

53 Public Question Time (PQT) - Agenda item 4

There were no public questions, statements or petitions.

54 Pay Policy Statement - Agenda item 5

Cherry Russell, the Strategic Manager - HR Business Relations, presented the report, that acknowledged that there may need to be an extraordinary meeting to review pay for members of the Senior Leadership Team (SLT) in line with any decisions regarding pay for those on Green Book terms and conditions given that these negotiations had not commenced.

The following was highlighted:

- The report sets out proposed amendments to the Pay Policy Statement (PPS) for 2022/23. The amendments are very minor and mainly relate to date changes and change in job titles.
- The new link embedded in the document was for the current pay policy.
- The recent figure update in December 2021 to the chief executives pay and other council employees.

Members asked for clarification about advice for employees about if the combined pension and salary of their new post should not exceed the salary of their previous post. Once left employment would they start claiming your pension then.

Cherry advised that regarding the pension if individuals were re-employed at the same salary they previously were on, or a higher salary it could impact their pensions depending on personal circumstances however individuals can seek advice from the initial pensions in the Local Government Pension Scheme. Also they could claim pension prior to leaving through the flexible retirement scheme.

Chris Squire the Director of Customer, Digital and Workforce updated members regarding the pay award highlighting the voting procedures for potential strike action and the next steps to be taken.

Members requested:

That the Chief Executive to submit the Pay Policy Statement for 2022-23, to Full Council for approval.

55 Any other urgent items of business - Agenda item 7

There was no other business.

(The meeting ended at 2.32pm)