

Minutes of a Meeting of the Human Resources Committee held in the Sedgemoor Room, Bridgwater House, King Square, Bridgwater, TA6 3AR, on Tuesday, 9 January 2024 at 2.00 pm

Present:

Cllr Theo Butt Philip (Chair)

Cllr Mandy Chilcott

Cllr Graham Oakes

Cllr Faye Purbrick

Cllr Sarah Wakefield

Cllr David Fothergill

Cllr Emily Pearlstone

Cllr Mike Stanton

Other Members present remotely:

Cllr Mark Healey

Cllr Leigh Redman

13 Apologies for Absence - Agenda Item 1

Apologies were received from Councillors Andy Kendall and Tony Robins.

Councillors Mark Healey and Leigh Redman joined the meeting remotely.

14 Minutes from the Previous Meeting - Agenda Item 2

Resolved that the minutes of the Human Resources Committee held on 10 October 23 be confirmed as a correct record.

15 Declarations of Interest - Agenda Item 3

There were no additional declarations of interest.

16 Public Question Time - Agenda Item 4

The Chair noted that no public questions had been received.

17 Chief Officer Pay Award 2023/24 - Agenda Item 6

The Chair invited Sarah Lewis – Service Manager – Workforce Reward to introduce the report. And she explained that Members were being asked to consider the report and the recommendations below:

- Note the nationally agreed pay award and updated Somerset salary rates.
- Note the new structure for chief officers including 23/24 pay award.
- Agree a payment award of 3.5% increase for the chief executive.

There was a discussion, and Members received reassurances on the following points:

The backdating of the pay award; the backdating of pension; how the backdated pay aligns with chief executives across the country; the date of pay award and the discussion of chief executives pay at full council meetings in 2022.

There was a brief discussion about the report discussed at full council to confirm the chief Executive's appointment and points were answered by Sari Brice – Strategic Manager HR practice and Alyn Jones – Executive Director – Strategy Workforce Localities. The committee were satisfied with responses given.

An amendment to the final recommendation to include “subject to this not having previously been agreed by full council” was suggested. The amendment, having been proposed and seconded, was unanimously agreed and the Committee agreed to award a 3.5% pay increase for the chief executive.

18 Pay Policy Statement 2024/25 - Agenda Item 5

The Chair invited Sarah Lewis – Service Manager – Workforce Reward to introduce the report.

The committee were asked to consider the report and the two recommendations:

- That the chief executive takes the payment policy report to full council.
- That the amount of interim proposed pay that needs formal approval from

Resource Management Board be decreased to £350 a day from £500.

A discussion was had, and the following points were noted:

Clarification over the changes in Page 13, section 11.1; clarification over item 8.

The report was passed by the committee. There were two abstentions. Councillors Pearlstone and Robbins.

19 Health and Safety Policies - Agenda Item 7

This item was deferred to the next committee meeting 26 March.

20 Employment Policies - Agenda Item 8

This item was deferred until the next committee meeting 26 March.

21 Workforce Update - Agenda Item 9

The interim Director of Workforce was invited to provide an update on workforce matters and the following points were noted.

- The focus on the organisation is supporting the financial emergency.
- New set of values have been launched by the organisation.
- An update on Tier 4 restructuring.
- An update was given on wellbeing support for staff.
- Developing a new business case for a new approach
- Allocation of senior staff to specific projects to support the organisation.

22 Committee Workplan - Agenda Item 10

The Chair invited members to consider the Committee's forward workplan of agenda items scheduled for future meetings.

There was a brief discussion and reports on the following topics were requested for future meetings:

- An update on the number of staff vacancies and verifying data held on SAP.
- Feedback/reports to show staff engagement with CareFirst over the last 12

months.

- The number of locum staff, and work to safeguard those in hard to recruit roles during the Council restructuring/transformation.
- An update on learning and development of staff and an overview of apprentices at the Council including the apprenticeship levy.

The Chair, after ascertaining there were no other items of business, thanked all those present for attending and closed the meeting.

(The meeting ended at 3.07 pm)

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CHAIR