



Telford & Wrekin
C O U N C I L

Addenbrooke House Ironmasters Way Telford TF3 4NT

PERSONNEL COMMITTEE

Date	Tuesday, 2 November 2021	Time	5.00 pm
Venue	Telford Room, Addenbrooke House, Ironmasters Way, Telford TF3 4NT		

Enquiries Regarding this Agenda

Democratic Services	Kieran Robinson	01952 382061
Media Enquiries	Corporate Communications	01952 382406
Lead Officer	Sue Wilson, HR Service Delivery Manager	01952 383510

<u>Committee Membership:</u>	Councillors L D Carter, S Davies (Chair), N A Dugmore, A J Eade, R C Evans, R A Overton (Vice-Chair) and W L Tomlinson
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AGENDA

1. **Apologies for Absence**
2. **Declarations of Interest**
3. **Minutes of the Previous Meeting** 3 - 4
4. **Personnel Matters** To Follow
To consider the report of the Director of Finance & Human Resources updating members and seeking views and agreement from the Committee for proposed changes and way forward on the following matters:
 - **Pay Negotiations**
 - **Real Living Wage**
 - **Update of the Local Government Pension Scheme: Employer's Discretionary Policy**
 - **Implementation of the 'Resolving Workplace Disputes Policy'**
5. **Any Other Business**

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PERSONNEL COMMITTEE

Minutes of a meeting of the Personnel Committee held on Thursday, 27 February 2020 at 9.00 am in Meeting Room G3/G4 Addenbrooke House, Ironmasters Way, Telford TF3 4NT

Present: Councillors S Davies (Chair), A J Eade, R C Evans, W L Tomlinson and P Watling

In Attendance: A Lowe (Associate Director: Policy & Governance), D Sidaway (Chief Executive) and S Wilson (H R Manager)

Apologies: Councillors R Mehta and R A Overton

PEC-5 Declarations of Interest

Councillor S Davies informed the committee that his sister worked for Telford & Wrekin Council.

Councillor P Watling informed the committee that his son worked for Telford & Wrekin Council in social services.

PEC-6 Minutes of the Previous Meeting

RESOLVED – that the minutes of the meeting held on 15 July 2019 be confirmed and signed by the Chair.

PEC-7 Annual Pay Policy Statement

The Chief Executive presented the Council's updated Pay Policy Statement for 2020/21 as required under section 38 of the Localism Act 2011.

Changes to the structure of the Council's Senior Management Team were proposed to ensure that the Council was resourced to deliver the priorities of the Council and residents.

High levels of competition between local authorities in the recruiting of senior managers had made changes to the Council's pay policy necessary to attract suitable candidates. The new policy would make Executive Director pay a four point scale, this would replace the existing spot point policy. For Directors, the new policy proposed to increase the band's starting point. This would be increased to the existing salary cap with progression based on targets being achieved and in consultation with the Leader. The Policy did not propose any changes to the remuneration of the Chief Executive. As per Appendix 1, the new policy would still remunerate senior managers at a lower rate than comparable councils.

The Council was committed to pay the Real Living Wage, this was £9 in 2019 and all employees received this. From 1 April 2020, the Council would remain a Real Living Wage employer.

A discussion was held regarding whether the proposed salary bands were subject to inflation adjustment or whether they would be set on a yearly basis. The HR Service Delivery Manager stated that these were set percentage increases that were set at national pay negotiations, these were sometimes two year agreements.

RESOLVED –

- (a) to **RECOMMEND TO COUNCIL** on 5 March 2020 that the Council's Pay Policy Statement for 2020/21 be approved, and subsequently published on the Council's website on 1 April 2020;
- (b) that the changes to senior pay scales as set out in section 4.4 of the Chief Executive's report to the Committee be approved with effect from 1 April 2020;
- (c) commitment to being a Real Living Wage Employer in 2020 as detailed in section 4.5 of the report be approved;
- (d) that authority be delegated to the Director: Finance & Human Resources, after consultation with the Leader of the Council, to amend the Statement as necessary in line with any statute or further national guidance that may be issued following the meeting of the Committee or changes to nationally negotiated pay rates during the period of the Policy Statement;
- (e) that authority be delegated to the Chief Executive, after consultation with the Leader of the Council, to vary the grade point for individual posts in exceptional circumstances;
- (f) that authority be delegated to the Chief Executive, after consultation with the Leader of the Council, to make new appointments below the grade range for individual posts in appropriate circumstances; and
- (g) that authority be delegated to the Director: Finance & Human Resources to update information on Pay Multiples as data becomes available.

The meeting ended at Time Not Specified

Chairman:

Date: Tuesday, 2 November 2021