

# Minutes

of the Meeting of the

## Employment Committee

Tuesday, 11th June 2019

held at the Winter Gardens, Weston-super-Mare, Somerset.

Meeting Commenced: 12noon

Meeting Concluded: 4.10pm

### Councillors:

A Nigel Ashton

P Andy Cole

P Donald Davies

P Karin Haverson

P Ruth Jacobs (substitute for Roz Willis)

P Mike Solomon (substitute for Sandra Hearne)

P Michael Bell

P Ciaran Cronnelly

Wendy Griggs

A Sandra Hearne

P Marcia Pepperall (substitute for Nigel Ashton)

A Roz Willis

P: Present

A: Apologies for absence submitted

**Officers in attendance:** Paul Morris (Head of Performance, Improvement and Human Resources), Heather Sanders (Democratic Services), Lucy Shomali (Director of Development & Environment), Su' Turner (Service Leader Corporate HR), Jo Walker (Chief Executive)

### EMP Election of Chairman (Agenda item 1)

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**Resolved:** that Councillor Davies be elected as Chairman for the meeting.

### EMP Declaration of Disclosable Pecuniary Interest (Standing Order 37)

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None.

### EMP Minutes of the Meeting held on 22 May 2019 (Agenda item 5)

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**Resolved:** that the minutes of the meeting be approved as a correct record.

### EMP Chief Officer Pay (Agenda item 7)

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The Chief Executive advised that the Head of Performance, Improvement and Human Resources and the Head of Legal and Democratic Services would not be in attendance for this item, due to the potential conflict of interest arising the matter under discussion.

The Chief Executive updated the Committee on the outcome of the recent review of pay and grading across the Council undertaken with the support of Korn Ferry. The data had identified that whilst the majority of grades were in line within surrounding local authorities and those in the South West, pay levels applicable for Assistant Director roles were significantly below the market level of similar sized jobs in other local authorities. It was noted that the Council had lost a number of senior officers to nearby authorities over the previous 12 months. The Service Leader Corporate HR then responded to Members' questions and queries in relation to benchmarking with pay rates of other local authorities across the south west region and the rationale for backdating should the identified grades be compressed. The Service Leader Corporate HR confirmed that the Council paid the Real Living Wage in addition to the National Minimum Wage/National Living Wage, agreeing to provide additional data for the Committee including details of the latest Gender Pay Gap.

**Resolved:**

- (1) that grades JM9 and JM10 be amalgamated;
- (2) that any remuneration owing as a consequence of the grade compression be backdated to January 2019 only; and
- (3) that the Chief Executive be asked to keep pay under review and report the outcome as part of budget setting for next year.

**EMP 12 Exclusion of the press and public (Agenda item 8)**

**Resolved:** that the press, public, and officers not required by the Members, the Chief Executive or the Director, to remain during the exempt session, be excluded from the meeting during consideration of the following item of business on the ground that its consideration will involve the disclosure of exempt information as defined in Section 100I of the Local Government Act 1972.

**The meeting adjourned at 12.35pm**

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**The meeting re-convened at 1pm**

**EMP 13 Interviews for Assistant Director Neighbourhood Management (Agenda item 9)**

The Chief Executive/Head of Performance, Improvement and Human Resources updated the committee regarding the selection process for the post, following which the committee proceeded to interview the selected candidates.

**Resolved:**

- (1) that the post of Assistant Director Neighbourhood Management be offered to Gemma Dando;

(2) that should the preferred candidate decline, the post be offered to Jonathan Kirby; and

(3) that the Head of Performance, Improvement and Human Resources be authorised to make all the necessary arrangements.

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Chairman

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