

# Minutes

of the Meeting of

## The Employment Committee

Wednesday, 1 March 2023

Rickford Room - Town Hall

Meeting Commenced: 11.00 am

Meeting Concluded: 11.42 am

### Councillors:

Donald Davies (Chairperson)

Steve Bridger  
Karin Haverson  
Mike Solomon  
Roz Willis

Catherine Gibbons substitute for Ciaran Cronnelly NOTE: Given the need for a non-Executive member majority on the committee Councillor Gibbons did not take part in any vote of the committee.

**Apologies:** Councillors: Nigel Ashton, Mike Bell and Wendy Griggs.

**Officers in attendance:** Jo Walker (Chief Executive), Nicholas Brain (Assistant Director Legal & Governance and Monitoring Officer) and Su Turner (Head of People Services).

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

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None declared.

### EMP Minutes 19 January 2023

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Councillor Bridger noted that he had replaced Councillor Cole as a committee member prior to the 19 January 2023 and thus the reference to attending as a substitute was inaccurate.

**Resolved:** that subject to the above correction as to status of Councillor Bridger the minutes be approved as a correct record.

### EMP Matters referred by Council, the Executive, other Committees and Panels

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None.

### EMP Exclusion of the press and public

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**Resolved:** that the press, public, and officers not required by the Members or the

Chief Executive, 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.

## **EMP 10**      **Employment Committee Report on Pay Structure**

The Chief Executive introduced the report including the appendix. She reminded the Committee that at its last meeting it had been agreed on the advice of Korn Ferry consultants and officers to implement a new Level 12 to the pay structure in order to address an issue which had arisen over time affecting some middle management grades resulting in the difference between those grades being difficult to differentiate. The work on that matter had also identified an issue of non-conformity with the council's Pay Policy as market median rate of pay was not being met at all grades as required by the Pay Policy. Further work had therefore been undertaken across the whole range of pay grades in the council's pay structure to check whether each pay grade was within a reasonable tolerance level of the market median. The appendix to the report indicated those grades which met the requirement and those that did not (allowing for a tolerance of 5% to recognise market fluctuations). It was noted that those where non-conformity was present were also the grades in which the council had been experiencing recruitment difficulties such as engineers, planners and experienced social workers.

Options, as set out in the report, for addressing the issue were explained and it was noted that adopting the recommendations would go some way to assisting with the recruitment issues but other initiatives to fully address recruitment concerns would also need to be continued. Members provided feedback on current initiatives and possible further ideas. It was noted that implementation of the draft market supplement policy, was expected shortly and contained tools which should make contributions to recruiting to the hard to fill roles.

The financial impacts set out in the report were noted along with the fact that some savings in the overall cost might be achieved by reduction in the number of agency workers which might be required if improvements on recruitment to the permanent workforce could be achieved.

Implementation would be from 1st April 2023 after appropriate consultation and communications with staff. Recognised unions had indicated support for the matters recommended in the report.

### **Resolved:**

1. That the Employment Committee agree the proposal to re-align the current pay structure to address the issues identified by the recent pay benchmarking exercise and to make the proposed changes with effect from 1st April 2023.
2. To rename the grades through the pay structure, starting with Level 1 and working upwards. This brings us in line with the newly agreed Level 12 pay grade. This change has no impact on salaries.
3. To confirm the regular, three yearly benchmarking exercise be undertaken

in line with the Pay Policy. Salaries will automatically be reviewed and adjusted, in line with the agreed Pay Policy and with the approval of the CEO and Section 151 Officer where they are found to fall below the reasonable tolerance level.

4. To authorise the CEO to reduce the number of increments in the grade Level 12 in future years to ensure a consistent approach to increments across the pay structure.

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Chairperson

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