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Date: Tuesday, 21 February 2023

Dear Sir or Madam

**The Employment Committee – Wednesday, 1 March 2023, 11.00 am – Rickford Room
- Town Hall**

A meeting of the Employment Committee will take place as indicated above.

The agenda is set out overleaf.

Yours faithfully

Assistant Director Legal & Governance and Monitoring Officer

To: Members of the Employment Committee

Councillors:

Donald Davies (Chairperson), Nigel Ashton, Mike Bell, Steve Bridger, Catherine Gibbons, Wendy Griggs, Karin Haverson, Mike Solomon and Roz Willis.

This document and associated papers can be made available in a different format on request.

Agenda

1. Public Participation (Standing Order 17)

To receive and hear any person who wishes to address the Committee. The Chairperson will select the order of the matters to be heard. Each person will be limited to a period of five minutes. Public Participation Time must not exceed thirty minutes.

Requests to speak must be submitted in writing to the Head of Legal and Democratic Services, or the officer mentioned at the top of this agenda letter, by noon on the working day before the meeting and the request must detail the subject matter of the address.

2. Apologies for absence and notification of substitutes

3. Declaration of Disclosable Pecuniary Interest (Standing Order 37)

A Member must declare any disclosable pecuniary interest where it relates to any matter being considered at the meeting. A declaration of a disclosable pecuniary interest should indicate the interest and the agenda item to which it relates. A Member is not permitted to participate in this agenda item by law and should immediately leave the meeting before the start of any debate.

If the Member leaves the meeting in respect of a declaration, he or she should ensure that the Chairperson is aware of this before he or she leaves to enable their exit from the meeting to be recorded in the minutes in accordance with Standing Order 37.

4. Minutes 19 January 2023 (Pages 5 - 6)

19 January 2023, to approve as a correct record (attached)

5. Matters referred by Council, the Executive, other Committees and Panels

None.

6. Exclusion of the press and public

The Committee will be invited to pass the following resolution –

“(1) 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.”

Also, if appropriate, the following resolution should be passed –

“(2) That members of the Council who are not members of this Committee be invited to remain.”

7. Employment Committee Report on Pay Structure (Pages 7 - 16)

Report of Chief Executive Officer (attached)

8. Urgent business permitted by the Local Government Act 1972 (if any)

Any item of business which the Chairman is of the opinion should be considered at the meeting as a matter of urgency by reason of special circumstances (to be specified in the Minutes). For a matter to be considered as an urgent item, the following question must be addressed:

“What harm to the public interest would flow from leaving it until the next meeting?” If harm can be demonstrated, then it is open to the Chairman to rule that it be considered as urgent. Otherwise the matter cannot be considered urgent within the statutory provisions.

Exempt Items

Should the Employment Committee wish to consider a matter as an Exempt Item, the following resolution should be passed -

“(1) 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.”

Also, if appropriate, the following resolution should be passed –

“(2) That members of the Council who are not members of the Employment Committee be invited to remain.”

Mobile phones and other mobile devices

All persons attending the meeting are requested to ensure that these devices are switched to silent mode. The chairman may approve an exception to this request in special circumstances.

Filming and recording of meetings

The proceedings of this meeting may be recorded for broadcasting purposes.

Anyone wishing to film part or all of the proceedings may do so unless the press and public are excluded for that part of the meeting or there is good reason not to do so, as directed by the Chairman. Any filming must be done as unobtrusively as possible from a single fixed position without the use of any additional lighting, focusing only on those actively participating in the meeting and having regard to the wishes of any members of the public present who may not wish to be filmed. As a matter of courtesy, anyone wishing to film proceedings is asked to advise the

Chairman or the Assistant Director Legal & Governance and Monitoring Officer's representative before the start of the meeting so that all those present may be made aware that it is happening.

Members of the public may also use Facebook and Twitter or other forms of social media to report on proceedings at this meeting.

Emergency Evacuation Procedure

On hearing the alarm – (a continuous two tone siren)

Leave the room by the nearest exit door. Ensure that windows are closed.

Last person out to close the door.

Do not stop to collect personal belongings.

Do not use the lifts.

Follow the green and white exit signs and make your way to the assembly point.

Do not re-enter the building until authorised to do so by the Fire Authority.

Go to Assembly Point C – Outside the offices formerly occupied by Stephen & Co

Minutes

of the Meeting of

The Employment Committee

Thursday, 19 January 2023

Kenn Room

Meeting Commenced: 12.30 pm

Meeting Concluded: 1.14 pm

Councillors:

Donald Davies (Chairperson)

Nigel Ashton

Mike Bell

Steve Bridger substitute for Andy Cole

Catherine Gibbons substitute for Ciaran Cronnelly

Huw James substitute for Wendy Griggs

Karin Haverson

Mike Solomon

Roz Willis

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)

13

None.

EMP Minutes of the meeting held on 23 February 2021

14

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

EMP Exclusion of the press and public

15

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 Job Evaluation (EXEMPT)

16

The Chief Executive introduced the report and appendix report from Korn Ferry consultants. She advised the Committee of the Council's long-standing use of Korn Ferry (formerly Hay) to advise on the Council's job evaluation process and

on a current issue which has arisen over time affecting some middle management grades resulting in the difference between those grades being difficult to differentiate. Options to resolve the issue had been put forward by Korn Ferry which were considered by the Committee including the financial implications arising.

Resolved:

(1) to re-align the job evaluation related point boundaries for the current band grades JM5/6/7 within the current reward banding and create a new grade band to be called Level 12, as described in the report, with effect from 1st April 2023

During discussion on the above grading issue another issue related to the pay policy and median pay point was highlighted and noted as a topic for further report. The Committee mooted factors involved in recruitment and retention considerations including the total financial cost to the authority of the pay bill when agency and consultant cover of vacant posts was taken into account. Officers responded to questions on the scope of comparators used to determine a median pay point. The Chief Executive confirmed that the further report would be brought to committee as soon as possible.

EMP Urgent business permitted by the Local Government Act 1972 (if any)

17

None.

Chairperson

Agenda Item 7

By virtue of paragraph(s) 3, 4 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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