

## 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)

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None.

### EMP Minutes of the meeting held on 23 February 2021

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

### 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 Job Evaluation (EXEMPT)

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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)**

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None.

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Chairperson

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