

GENERAL PURPOSES COMMITTEE

FRIDAY, 11TH FEBRUARY, 2022

PRESENT: Councillor J Lewis in the Chair

Councillors S Arif, D Blackburn, D Cohen,
D Coupar, B Gettings, H Hayden,
D Jenkins, J Lennox, J Pryor, J Taylor and
F Venner

20 Appeals against refusal of inspection of documents

There were no appeals against the refusal of inspection of documents.

21 Exempt Information - possible exclusion of the press and public

There were no resolutions to exclude the public.

22 Late items

There were no late items.

23 Declaration of Interests

There were no declarations of interest.

24 Apologies for absence

There were no apologies for absence

25 Minutes of the last meeting

RESOLVED – That the minutes of the meeting held on the 25 October 2021 be approved as a correct record.

26 Approval of the 2022/23 Pay Policy Statement

The report of the Chief Officer (Human Resources) detailed information around the Council's Annual Pay Policy Statement (Appendix A) which is statutorily required to be approved before 31 March each year by Full Council. The Council Plan that was launched for 2020-25 included an updated People Strategy which kept inclusion and wellbeing at the centre of our organisation plans. An important part of the People Strategy was the commitment for a fair and sustainable pay structure. This links directly to the Council implementing a minimum wage which sought to mirror the Foundation Living Wage rate to ensure fair and sustainable pay for our low paid employees.

In addition, the report updated Members in relation to staff declarations of protected characteristics in the JNC cohort as well as providing comparative data in respect of regional median pay multiples.

The following were in attendance to present the report:

- Gemma Taskas, Deputy Chief Officer, Human Resources
- Jessica Dolphin, Human Resources Service Manager

RESOLVED –

- (1) That the content of the Pay Policy Statement 2022/23 at Appendix A and the content as set out in Appendix B be noted.
- (2) That it be recommended to Full Council that it:
 - (a) Approves the Pay Policy Statement for the 2022/23 financial year as attached in Appendix A.
 - (b) Delegates to the Chief Officer (HR), in consultation with the Chair of the General Purposes Committee, the approval of an Addendum to Pay policy Statement to include the updated pay multiple following the agreement of the 2022/23 pay award;
 - (c) Note the Chief Officer (HR) has existing delegated authority to make any necessary adjustments to the Council's pay scales arising from nationally agreed pay awards.

27 Date and Time of Next Meeting

Monday, 7 March 2022 at 3.30 p.m.