

## **PERSONNEL COMMITTEE**

**Monday, 8 February 2021 at 6.00 pm**

### **Digital meeting via Microsoft Teams**

Held in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020; and conducted according to the Council's Standing Orders for Remote Meetings and those set out in the Council's Constitution.

**Committee Members present:** Councillor M. Bird (Chair)  
Councillor A. Andrew (Vice-Chair)  
Councillor N. Gultasib  
Councillor A. Harris  
Councillor A. Nawaz

**In attendance:** Ms M. Leith, Interim Director of Human Resources,  
Organisational Development and Administration  
Ms N. Rickhuss, Human Resources Manager – Strategy  
and Planning  
Dr P. Fantom, Democratic Services Officer

## **WELCOME**

The Chair opened the meeting by welcoming everyone, and explaining the rules of procedure and legal context in which the meeting was being held. He also directed the members of the public viewing the meeting to the papers, which could be found on the Council's Committee Management Information system (CMIS) webpage.

Members and officers confirmed that they could both see and hear the proceedings.

### **8/21 APOLOGIES**

Apologies for absence were received on behalf of Councillors B. Allen and K. Hussain.

### **9/21 SUBSTITUTIONS**

There were no substitutions.

### **10/21 DECLARATIONS OF INTEREST AND PARTY WHIP**

There were no declarations of interest or party whip for the duration of the meeting.

## **11/21 LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 (AS AMENDED)**

**Resolved** (by assent):

That the public be excluded from the meeting during consideration of the item set out in the private agenda for the reasons set out therein and Section 100A of the Local Government Act 1972.

## **12/21 MINUTES**

A copy of the Minutes of the meetings held on 19, 23 and 26 November 2020, 3, 10 and 17 December 2020, and 14 January 2021 was submitted [Annexed].

**Resolved** (by roll call):

That the Minutes of the meetings held on 19, 23 and 26 November 2020, 3, 10 and 17 December 2020, and 14 January 2021, a copy having previously been circulated, be approved and signed by the Chair as a true and accurate record.

## **13/21 PAY POLICY STATEMENT AND LIVING WAGE (LW) 2021/2022**

A report was submitted [Annexed] seeking approval for the updated Pay Policy Statement 2021/2022 (Appendix 1), including the decision to pay the revised recommended Living Wage (LW) rate with effect from 1 April 2021 (Appendix 2).

The Human Resources Manager – Strategy and Planning, Ms N. Rickhuss, presented the report and highlighted the salient points contained therein. This included amendments in respect of the Council's decision to introduce the new Retention Payments Policy, which was launched on 1 January 2021, and confirmation of The Restriction of Public Sector Exit Payments Regulation 2020, which came into effect on 4 November 2020.

During discussion, the Committee referred to the aforementioned 2020 Regulations, which specified that the exit payment costs for an employee could not exceed £95,000. It was noted that in certain circumstances the Council could apply for a waiver when an exit payment exceeded £95,000 but that this was subject to a number of conditions, including the requirement for a resolution of the Council to be passed. Members felt that the impact on any employees of the Council so affected by the Regulations could be detrimental and that representations to Ministers should continue to be made.

Ms Rickhuss advised the Committee that during the consultation period the Council's views on the Regulations had been made in a submission to the Government by the Authority's Legal team. She also noted that the Director of Governance was preparing a briefing document for Members. The Interim Director of Human Resources, Organisational Development and Administration, Ms M. Leith, highlighted that a number of judicial review hearings on this matter were to be held in due course.

Members indicated that once additional feedback was received, a meeting of the Personnel Committee should be convened to consider the further implications arising from the process.

**Resolved** (by roll call):

1. That the Council be recommended to approve the Pay Policy Statement for 2021/2022;
2. That the Council be recommended to approve the continuation of the living wage, as detailed in the Pay Policy (section 6.5) and section 4.2 (Option a) of the report.

**14/21 PRIVATE SESSION**

**Exclusion of the Public**

**Resolved** (by assent):

That, during consideration of the remaining item on the agenda, the Committee consider that the item for consideration is exempt information for the reasons set out therein and Section 100A of the Local Government Act 1972 and accordingly resolved to consider the item in private.

**15/21 MINUTES – PRIVATE SESSION**

A copy of the Minutes of the meetings held on 19, 23 and 26 November 2020, 3, 10 and 17 December 2020, and 14 January 2021 was submitted [Annexed].

**Resolved** (by roll call):

That the Minutes of the meetings held on 19, 23 and 26 November 2020, 3, 10 and 17 December 2020, and 14 January 2021, a copy having previously been circulated, be approved and signed by the Chair as a true and accurate record.

There being no further business, the meeting terminated at 6.17 pm.

Chair.....

Date.....