

Personnel Committee

Monday 22nd January 2024 at 6.00pm

In a Conference Room at the Council House, Walsall

Committee Members Present Councillor M. Bird (Chair)
Councillor A. Andrew
Councillor A. Garcha
Councillor P. Gill
Councillor T. Jukes
Councillor A. Nawaz
Councillor M. Ward
Councillor Whitehouse

In attendance Michele Leith – Director of Human Resources, Organisational Development and Administration & Business Support
Nicola Rickhuss – Head of Service – Strategic HRM
Fred Hancock – Senior Democratic Services Officer

28 Apologies

An apology was received on behalf of Councillor Parkes.

29 Substitutions

There were no substitutions.

30 Minutes

Resolved that the minutes of the meeting held on 21st November 2023, a copy having been circulated to each Member of the Committee, be approved and signed by the Chair as a correct record.

31 Declarations of Interest

There were no declarations of interest.

32 Local Government (Access to Information) Act 1985 (as amended):

Private session - Exclusion of public

Resolved

That, where applicable, the public be excluded from the meeting during consideration any items as set out in the private agenda for the reasons set out therein.

33 Pay Policy Statement and Living Wage (LW) 2024/2025

A report was submitted.

[see annexed]

The Head of Service – Strategic HRM presented the report and highlighted the salient points contained therein.

The report sought a recommendation to recommend Council to approve the Pay Policy Statement and Living Wage (LW) 2024/2025, as attached at Appendix 1 to the report, including the recommendation to pay the revised recommended Real Living Wage (RLW) rate with effect from 1st April 2024.

Arising from discussions on this report, The Chair queried if the Committee’s delegations could be reviewed to reduce the number more straight forward reports coming through, which could be dealt with via Officer delegations or via other Committee’s / bodies. The Director of Human Resources, Organisational Development and Administration & Business Support advised that she was currently undertaking a piece of work looking at this very matter and that any changes would likely be implemented in the new Municipal year.

Resolved that Council be recommended to:

- 1) approve the Pay Policy Statement for 2024/25, as set out at Appendix 1 to the report; and
- 2) approve the continuation of the living wage payment, as detailed within 4.2 (option a) of the report.

Termination of meeting

There being no further business, the meeting terminated at 6.06pm.

Chair

Date