

# Minutes



To: All Members of the  
Employment Committee, Chief  
Executive, Chief Officers

From: Legal, Democratic & Statutory Services  
Ask for: Deborah Jeffery  
Ext: 25563

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## **EMPLOYMENT COMMITTEE**

**14 MARCH 2016**

### **ATTENDANCE**

### **MEMBERS OF THE COMMITTEE**

M Cowan, R I N Gordon (Chairman), L F Reeve, R M Roberts (substitution for C M Hayward), A Stevenson

Upon consideration of the agenda for the Employment Committee meeting on 14 March 2016 as circulated, copy annexed, decisions were reached and are recorded below:

Note: No conflicts of interest were declared by any member of the Committee in relation to the matters on which decisions were reached at this meeting.

### **PART I ('OPEN') BUSINESS**

#### **MINUTES**

The Minutes of the meeting of the Committee held on 15 February 2016 were confirmed as a correct record and signed by the Chairman.

#### **1. PAY POLICY 2016/17**

- 1.1 The Localism Act 2011 requires all local authorities to prepare and publish an annual pay policy statement to articulate the Council's policies on the remuneration of both its highest and lowest paid employees for the following financial year. The Committee reviewed the proposed content of the Pay Policy 2016/17 at this meeting.

#### **Decision**

- 1.2 The Employment Committee recommended to County Council:

- (i) That County Council adopts the Pay Policy for 2016/17 as set out in Appendix 1 to the report, subject to the removal of the words ""attract or" from the second line of paragraph 5.6.

- (ii) That County Council delegates to the Chief Executive and Director of Environment the decision to apply an additional payment to attract or retain a senior manager where appropriate, based on the market, subject to consultation with Group Leaders where the proposed additional payment is to an employee whose salary is already £100,000 p.a. or more, or where the proposed additional payment would result in the employee's salary rising to £100,000 p.a. or more. If any Group Leader or Group Leaders who individually or collectively represent 5 or more members of the Council dissent from the proposed additional payment then the salary package for that employee shall be referred to full Council for decision

**KATHRYN PETTITT  
CHIEF LEGAL OFFICER**

**CHAIRMAN** \_\_\_\_\_

**CHAIRMAN'S  
INITIALS**

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