

# EMPLOYMENT COMMITTEE

15 MARCH 2021

## PRESENT:

Councillors Humphreys (Chairman), Barnett (Vice-Chair), Birch, Grange, Greatorex, Robertson, Silvester-Hall, Warburton and S Wilcox

## 42 APOLOGIES FOR ABSENCE

Apologies for absence were received from Cllr Gwilt.

## 43 DECLARATIONS OF INTEREST

There were no declarations of interest

## 44 PAY POLICY STATEMENT

The Committee considered the Pay Policy Statement 2021. The Pay Policy Statement sets out Lichfield District Council's approach to its pay, terms and conditions and other related matters in accordance with the requirements of S38 of the Localism Act. The Pay Policy Statement is updated on an annual basis and ratified at Full Council.

The Committee requested a note to be added to honorarium payments to advise the payment was at the time of writing the report.

The Committee requested the essential car user allowance outlined at point 7 be instead recorded at point 3 in the additional payment table and other reformatting requests to be made to ensure public accessibility.

The Committee outlined that Band A is currently below the Trust definition of the National Living Wage and requested further information on whether or not their grade could be changed.

The Head of Governance & Performance outlined that Lichfield District Council have not formally adopted the Trust definition of the National Living Wage, the hourly rate for Band A is above the current national minimum wage but will provide further information on the service area.

The Committee requested an LGA figure for comparison against other Local Authorities to be included in the statement.

The Head of Governance & Performance outlined the profile of allowances are being reviewed as part of the People Strategy within the scope of agile working.

The Head of Governance & Performance outlined that the dangerous building allowance relates to terms and conditions from a TUPE transfer, this is a statutory obligation for officers on call to complete structural surveys.

The Committee requested further information on any developments in recruiting apprenticeships.

The Head of Governance & Performance updated the Committee that Lichfield District Council have made tremendous progress in appointing apprentices, however, discussions are ongoing with Leadership Team to enhance the use of the Apprenticeship Levy.

The Committee requested the addition of Fixed Term Workers Regulations to be referenced within the Legislative framework at point 2 of the report.

**RECOMMENDED:**

That the contents of the updated Pay Policy Statement, subject to the requested modifications be approved

Authority be delegated to the Head of Governance & Performance in Consultation with the Chair of Employment Committee to update the Pay Policy Statement as matters in 3.4 and 3.5 are concluded.

(The Meeting closed at 6.25 pm)

CHAIRMAN