

# SPECIAL EMPLOYMENT COMMITTEE

24 JANUARY 2023

## PRESENT:

Councillors Matthews (Chair), S Wilcox (Vice-Chair), Banevicius, Birch, Robertson and Warfield

## 12 APOLOGIES FOR ABSENCE

Apologies were received from Councillor Gwilt and Councillor Powell.

## 13 DECLARATIONS OF INTEREST

There were no declarations of interests.

## 14 MINUTES OF THE PREVIOUS MEETING

The Minutes of the previous meeting were agreed as a correct record.

## 15 PAY POLICY STATEMENT 2023

The Committee considered the Pay Policy Statement 2022. The Pay Policy Statement set 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. It was noted that the Pay Policy Statement was updated on an annual basis and ratified at Full Council. Its purpose was to be open and transparent about the distribution of pay to Officers and was a public document. The committee were advised that the council had undergone change over the last 12 months due to the implementation of the Target Operating Model and the Being a Better Council principles and members attention was drawn to the adjustments in the statement compared to previous years.

An observation was made about the wages of members of staff at Grades A, B & C as it was noted they were being paid below a real living wage as set by the Living Wage Foundation (£10.90 per hour rather than National Living Wage which is currently £9.50 rising to £10.42 on 1 April 2023) .

Ms Tims stated that this was noted and rectified last year for staff affected and subsequently succeeded by the 2022 Pay Settlement by removing the lowest bands. However the Living Wage Foundation rate had not been formally adopted to be included in the ongoing pay policy structure. Members requested and voted that this be an additional recommendation to make this a continuous issue as it was important to recognise and remunerate all staff properly in line with the Living Wage Trust rate.

It was noted that the current Pay Policy Statement version was incorrect on the website and needed updating.

**RESOLVED:-** (1) The committee approved the contents of the updated Pay Policy Statement as set out in **Appendix A** and recommended the policy for approval by Full Council on 28 February 2023.

(2) The committee delegate authority to the Assistant Director - Operations, Regulation

& Enforcement in consultation with the Chair of this committee, to update and republish the pay policy in respect of the pay spine set out at Appendix 1 and any ratios once the national pay negotiations for 2023 are concluded.

(3) That the benchmark for the living wage foundation rate to be built into the ongoing pay policy structure to ensure that level of pay is always met for all Grades.

## **16 EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED:-** That, as publicity would be prejudicial to public interest by reason of the confidential nature of the business to be transacted the public and press be excluded from the meeting for the following items of business which would involve the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 as amended.

**IN PRIVATE**

## **17 RESTRUCTURE OF SERVICE**

The Committee were introduced to a proposal to move the Communications function into the Council's trading company Lichfield West Midlands Traded Services (LWM Traded Services). The Committee asked for further details on TUPE and Pension implications which were given at the meeting.

**RESOLVED:-** That the commencement of a formal consultation regarding the proposed transfer of function be noted.

## **18 POTENTIAL CHANGE TO SERVICE**

The Committee were introduced to a proposal to consider the in-source leisure services back to the Council into the trading company Lichfield West Midlands Traded Services (LWM Traded Services) from Freedom Leisure. Staffing implications were discussed at length.

**RESOLVED:-** That the potential change in service for Leisure provision be noted.

(The Meeting closed at 6.50 pm)

CHAIR