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EMPLOYMENT COMMITTEE

26 FEBRUARY 2024

PRESENT:

Councillors Powell (Vice-Chair), Banevicius, Bennion, Harvey-Coggins, Hawkins, Hill, Mears and Robertson

1 APOLOGIES FOR ABSENCE

Apologies of absence were received from Councillors S. Wilcox and Bragger.

2 DECLARATIONS OF INTEREST

No declarations of interests were made.

3 MINUTES OF THE PREVIOUS MEETING

Minutes of the previous meeting were taken as read, approved and signed by the chair as a true record.

4 PAY POLICY

The committee received the updated annual Pay Policy Statement. It was stated that the statements are made annually to clarify the ratios between the lowest paid employees and the Chief Exec.

There was an update on the foundation living wage payments which the council has signed up to, and hoping to formally launch on 1st April 2024. It was said that the council has been approached by a number of other councils to understand how LDC have gone about that process and the implications included. It was also noted that the pay negotiations for 2024 have started and officers are due to have an employer's meeting in the next month.

The committee asked whether it was nationally or locally negotiated. It was discussed that the council is part of the national joint council for general employees and joint national council for senior officers and Chief Executives pay. It was discussed that the council subscribes to the west midlands employers who are effectively the trade union body with representatives from each of the tiers.

The committee went on to discuss the 12 positions that the council have employed as apprentices and how many are over 25 (adult apprentices) and how many are under. It was stated that most are under 25 however officers would double check this to provide a definitive figure.

The pay structure was discussed by the committee. Members asked why there is a difference in local and dangerous building allowance. It was clarified that the reason for the isolation is because it is a specified allowance whereas the other payments are combined within the salary.

The committee discussed the Acting up Recognition Policy and the current 2 honorariums related. The committee asked about the length of time the arrangements have been in place and if there is an impact on service delivery. Officers confirmed they would investigate and make sure this is clarified.

The committee discussed the table in the report and that there are no inflation uplifts. The committee asked what processes and procedures are in place to make sure that the payment remains appropriate. It was agreed that a mechanism needs to be in place. The committee discussed how long do the pay protection periods have left to run as well as the protective annual allowance and a local allowance.

Performance bonuses were discussed by the committee following previous discussions on this topic. The committee discussed that there were expected to go to no more than 5% of employees. However, bonuses were awarded up to 20 employees in total. Some clarification was needed that in previous reports, 20 was the target figure that the bonus structure was always looking to.

Clarification was needed for the committee on the Performance related bonus, as it is stated in the report that it is only payable to people who have not been subject to any form of disciplinary, grievance or performance process during the previous 12 months. The committee questioned if any member of staff who was to be involved in an unproved disciplinary complaint or agreements not upheld, that this does not exclude them from the pay bonus.

RESOLVED: Subject to the agreement of members in relation to items raised:

2.1 amended for this to be subject to email circulation and confirmation of the updates requested to the committee.

2.2 The committee delegated 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 and any updated ratios once the national pay negotiations for 2024 are concluded.

(The Meeting closed at 7.31pm)

CHAIR