

Minutes of the meeting of Employment panel held at Committee Room 1, Shire Hall, St. Peter's Square, Hereford on Monday 14 January 2019 at 10.00 am

Present: Councillors: BA Durkin (in the chair), RI Matthews and A Seldon

Officers: Tracey Sampson

74. ELECTION OF CHAIRPERSON

Councillor Durkin was elected as chairperson for the meeting in the absence of the standing chair and vice-chair.

75. APOLOGIES FOR ABSENCE

Apologies were received from councillors H Bramer and RJ Phillips.

76. NAMED SUBSTITUTES (IF ANY)

Councillor BA Durkin substituted for Councillor H Bramer.

77. DECLARATIONS OF INTEREST

None.

78. MINUTES

As the only panel member in attendance who was also present at the previous meeting Councillor Seldon confirmed that the minutes were an accurate record.

Resolved:

that the minutes of the meeting of 26 November 2018 be approved as a correct record and signed.

79. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no questions from members of the public.

80. QUESTIONS FROM COUNCILLORS

There were no questions from councillors.

81. PAY POLICY STATEMENT

The chairman introduced the item and noted that this was an annual report which the panel was required to consider and recommend to Council.

In discussion of the report it was clarified that:

- the council engaged apprentices in a wide range of roles and through different mechanisms, for example some were basic apprenticeships through the apprenticeship framework while others were existing employees on the main payroll who accessed an apprenticeship through the apprenticeship levy funding;
- apprentices were spread across departments, the total number of apprentices would be provided to panel members following the meeting (*this was subsequently confirmed as exactly 40*);
- everything within the policy complied fully with the requirements of the Localism Act 2011;
- where national frameworks applied, the policy followed these in full.

Resolved that:

- (a) the draft pay policy statement at appendix A be recommended to full Council for approval;**
- (b) Council approves in year recruitment, should the need arise, to any posts listed with salaries over £100,000.**

The meeting ended at 10.06 am

Chairman