

## **Minutes of the meeting of Employment panel held at online meeting on Monday 17 January 2022 at 12.00 pm**

**Present:** Councillor David Hitchiner (chairperson)  
Councillor Ellie Chowns (vice-chairperson)

**Councillors:** Tony Johnson, Liz Harvey and Terry James

**Officers:** Assistant director, people and Chief Executive

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The Chair opened the meeting and explained that the meeting was being held virtually in response to the Government's direction to work from home wherever possible. Although there was an absence of legislation authorising remote decision making, the agenda for this meeting did not require the Employment Panel to act as a decision making body and so the panel could still debate the issues publicly and make recommendations to Council in a virtual meeting.

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### **51. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

### **52. NAMED SUBSTITUTES (IF ANY)**

There were no named substitutes.

### **53. DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **54. MINUTES**

**It was resolved that:**

**the minutes of the meetings held on 15 and 24 November 2021 be approved.**

### **55. QUESTIONS FROM MEMBERS OF THE PUBLIC**

There were no questions from members of the public.

### **56. QUESTIONS FROM COUNCILLORS**

There were no questions from councillors.

### **57. PAY POLICY STATEMENT**

The assistant director, people introduced the report. The panel heard that the annual pay policy statement set out a record of policies currently in place and did not introduce or

set new policy. The panel had previously requested that information on the gender pay gap be included with the statement and this would be added to the final version presented to Council for approval.

The pay awards for 2021 and 2022 had not yet been made. The lowest two points on the pay scale set out in the table in appendix A risked falling below the national minimum wage in April if no announcements were made on the pending pay awards by then. However there were no staff currently employed on those lowest points.

The panel discussed the draft statement. It was proposed that the council should adopt the national living wage as the minimum pay grade. It was agreed that the chief executive be asked to explore the implications for the council, including the impact on local authority maintained schools and on council suppliers. This would be brought back to a future meeting of the panel.

**It was resolved that:**

**(a) The pay policy statement at appendix A is recommended to Full Council, subject to the inclusion of information on the gender pay gap.**

The meeting ended at 12.39 pm

**Chairperson**