

PERSONNEL COMMITTEE**25 January 2018****Minute Extract****422. PAY POLICY STATEMENT 2017/18**

(Report PER309 refers)

In answer to a Member's questions, Councillor Godfrey stated that over the period of the last three years the Council had been encouraging all contractors engaged by the City Council to provide the living wage. The Interim Head of HR stated that he would report to Councillor Pearson as to whether part time staff obtained a minimum income under Universal Credit. Following debate, the Committee agreed the following minor amendments to the Statement:

Page 6 – Paragraph 2.2 – delete the words “in/enhancements”. The sentence now to read: **“Pay** in addition to salary will also include charges, fees, allowances, benefits in kind, increases ~~in/enhancements~~ to pension entitlements, and termination payments”.

Page 7 – Paragraph 2.5 to be deleted.

Page 11 – Paragraph 4.8.3 to include improved clarification on the use of car parks for staff use.

Page 13 – Paragraph 6.5.1 – to be amended so that the approach on the redeployment of officers was consistent with the other HR policies.

It was also agreed to delegate authority to the Interim Head of HR in consultation with the Chairman to make minor scripting amendments to the Statement to reflect the amendments made above.

RECOMMENDED:

THAT SUBJECT TO THE COMMENTS MADE BY THE PERSONNEL COMMITTEE, THE PAY POLICY STATEMENT 2017/2018 BE ADOPTED.

RESOLVED:

1. That subject to the amendments outlined above, the Pay Policy Statement 2017/18 be recommended to Council for adoption.
2. That authority be delegated to the Interim Head of HR in consultation with the Chairman to make minor scripting amendments to the Statement.