

EXTRACT OF MINUTES

AUDIT AND GOVERNANCE COMMITTEE

11 FEBRUARY 2021

6. **PAY POLICY STATEMENT 2021/22**
(AG041)

The Service Lead – Human Resources introduced the report.

The officers responded to Members' questions.

These included a request that the report include an Equality Impact Assessment to demonstrate the impact of the Pay Policy Statement on groups of employees with characteristics protected by the Equality Act.

The officers provided further details on the council's appraisals process and the support offered for staff wellbeing, particularly mental health support; the operation of the Local Government Pension Scheme and the implications of the Public Sector Exit Payment Regulations which was the subject of Judicial Review.

The officers also agreed to inform committee members prior to the meeting of full council that contractors engaged by the council were paying the Living Wage.

At the conclusion of debate, it was agreed that an Equality Impact Assessment be completed prior to Full Council approving the Pay Policy Statement and that the officers also give consideration to dividing paragraph 11.1 (Re-employment of officers) into two separate sentences to distinguish between when an employee is dismissed on the grounds of redundancy and the case of early retirement with the employer's consent.

RECOMMENDED TO COUNCIL:

1. That the Pay Policy Statement for the financial year 2021/22 is recommended to council for adoption.

2. That in approving the Pay Policy Statement, which includes references to the government's Exit Pay Cap legislation, that council note the pay policy will be amended, if needed, to accord with the decision of the current Judicial Review and comply with any revised legislation. The amendment is delegated to the Strategic Director: Resources in consultation with the Deputy Leader and Chair of Audit and Governance Committee.