

AUDIT AND GOVERNANCE COMMITTEE

11 February 2021

Attendance:

Councillors

Power (Chairperson)

Bronk
Becker
Craske
Gemmell

Godfrey
Mather
Williams

Others in attendance who did not address the meeting:

Councillor Cutler (Deputy Leader and Cabinet Member for Finance and Risk)

[Full audio recording and video recording](#)

1. **APOLOGIES AND DEPUTY MEMBERS**

No apologies were received.

2. **DECLARATION OF INTERESTS**

Councillor Godfrey declared a personal (but not prejudicial interest) in respect of his membership of the Local Government Pension Scheme.

3. **CHAIRPERSON'S ANNOUNCEMENTS**

The Chairperson announced that members of the committee had been contacted in respect of the committee work programme for the 4 March 2021 meeting. The work programme required review and this may lead to the deferral of consideration of some items to future meetings.

4. **PUBLIC PARTICIPATION**

No members of the public had registered to speak at the meeting

5. **PAY POLICY STATEMENT 2021/2022**

(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.

The meeting commenced at 6.00 pm and concluded at 6.55 pm

Chairperson