

APPOINTMENTS COMMITTEE

MINUTES of the meeting of the Appointments Committee held on Friday 10 March 2017 commencing at 3.00 pm at the Members' Room - Shire Hall, Gloucester.

PRESENT MEMBERSHIP:

Cllr Iain Dobie

Cllr Mark Hawthorne MBE

Substitutes: Cllr Tim Harman

Apologies: Paul Hodgkinson, Paul McLain, Ray Theodoulou and Lesley Williams MBE

19. ELECTION OF CHAIRPERSON

Cllr Mark Hawthorne was appointed as Chairperson for the remainder of the 2016-17 Civic Year.

20. APOLOGIES FOR ABSENCE

Apologies were received from Cllrs Paul Hodgkinson, Paul McLain, Ray Theodoulou, and Lesley Williams.

Cllr Tim Harman substituted at the meeting for Cllr Theodoulou.

21. MINUTES

The minutes of the previous meeting held on 7 March 2016 were agreed as a correct record and signed by the Chairman.

22. PUBLIC QUESTIONS

No public questions were received.

23. MEMBERS' QUESTIONS

No members' questions were received.

24. PAY POLICY STATEMENT 2017-18

Nick Lerry, Employer Relations Manager, introduced the revised 2017-18 Pay Policy Statement to the Committee.

The Committee noted that only incidental changes had been made to the Pay Policy Statement. It was highlighted that changes to a number of statutory provisions relating to public sector severance payments, which had been

Minutes subject to their acceptance as a correct record at the next meeting

anticipated to come into force during 2016-17, were now expected to take effect during 2017-18.

It was agreed that the Pay Policy Statement should be amended to remove the Director of Integration from the list of senior posts, as the post-holder was employed through the NHS, not the Council.

Action: Nick Lerry

The Committee was informed that the Pay Policy Statement could need amending during the year as remuneration arrangements for apprenticeships would be reviewed in the context of the Apprenticeship Levy and other associated requirements.

Additionally, the Committee noted the current review nationally of the Local Government Pay Spine, which was taking place in light of the impact of the introduction of the National Living Wage, and which could lead to changes to the present local government pay and grading arrangements.

In response to a query, it was noted that the joint role of Managing Director at Gloucester City Council and Commissioning Director at Gloucestershire County Council was not listed in the Pay Policy Statement under senior posts, as the post-holder was employed through Gloucester City Council.

In response to a query relating to the joint working arrangements of senior officers, it was highlighted that, as a general rule, the Council supported senior officers playing a leading role in national organisations and that arrangements would be put in place to ensure that all work was covered. Members were advised that they could raise any queries about the specific working arrangements of senior officers with combined roles with the Chief Executive.

Members noted, following a query, that there was an expectation for agencies contracted by the Council to employ their staff lawfully.

Members acknowledged that any amendments to the Pay Policy Statement would need to be considered by the Appointments Committee, before being submitted to full Council for approval.

RESOLVED TO RECOMMEND TO THE COUNCIL that the revised Pay Policy Statement 2017-18 be adopted.

CHAIRPERSON

Meeting concluded at 3.30 pm