



## APPOINTMENTS COMMITTEE

**MINUTES of the meeting of the Appointments Committee held on Monday 7 March 2016 commencing at 12.00 pm.**

**PRESENT  
MEMBERSHIP:**

Cllr Iain Dobie	Cllr Ray Theodoulou
Cllr Mark Hawthorne	Cllr Lesley Williams
Cllr Paul McLain	

**Substitutes:**

**Apologies:** Cllr Jeremy Hilton

**14. APOLOGIES FOR ABSENCE**

Apologies were received from Cllr Jeremy Hilton.

There were no substitutions at this meeting.

**15. MINUTES**

**Resolved**

**That the minutes of the meeting held on 29 July 2015 be approved and signed as a correct record.**

**16. PUBLIC QUESTIONS**

No public questions were received.

**17. MEMBERS' QUESTIONS**

No members' questions were received.

**18. PAY POLICY STATEMENT 2016**

Dilys Wynn, Director of People Services, introduced the revised 2016-17 Pay Policy Statement to the Committee.

Nick Lerry, Employer Relations Manager, explained to the Committee that the Government was consulting on several issues that would have an impact on the Pay Policy Statement in the next 12 months. In particular, the Government was

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

consulting on the introduction of a statutory requirement for employees with full-time equivalent earnings of £80k or more who leave employment with a redundancy or other severance payment, to repay this to their former employer if re-employed by any public sector organisation within 12 months of the date on which their previous employment ended.

In response to a question, it was clarified that employees would have to pay back their redundancy or other severance payment if they re-engaged with any remunerated public sector work, including agency work, with only a few exceptions.

The Committee was also informed that regulations were anticipated to come into effect from October 2016 which would place a cap on the total of value of severance payments to public sector employees at £95k. This would include the capitalisation cost of any early release of pension.

Members discussed the impact the introduction of the severance pay cap would have and how it would be implemented.

In response to a query, members understood that the introduction of the severance pay cap would affect only small numbers of employees at the Council as there had already been a large restructuring of the organisation.

Members acknowledged that there would need to be a further meeting of the Committee once the regulations had been agreed so that they could be reflected in the Pay Policy Statement.

On this basis, the Committee

**Resolved to recommend**

**That Council adopt the revised 2016-17 Pay Policy Statement.**

**CHAIRPERSON**

Meeting concluded at 12.30 pm