



## APPOINTMENTS COMMITTEE

**MINUTES of the meeting of the Appointments Committee held on Friday 9 March 2018 commencing at 3.00 pm.**

**PRESENT  
MEMBERSHIP:**

Cllr Iain Dobie  
Cllr Mark Hawthorne MBE  
(Chair)

Cllr Ray Theodoulou

**Substitutes:**

**Apologies:** Cllr Paul Hodgkinson, Cllr Nigel Moor FRTPI FRSA, Cllr Kathy Williams and Cllr Lesley Williams MBE

**25. ELECTION OF CHAIRPERSON**

Cllr Mark Hawthorne was appointed as Chairperson for the remainder of the 2017-18 Civic Year.

**26. APOLOGIES FOR ABSENCE**

Apologies were received from Cllrs Paul Hodgkinson, Nigel Moor, Kathy Williams, and Lesley Williams.

**27. MINUTES**

The minutes of the previous meeting held on 10 March 2017 were agreed as a correct record and signed by the Chairperson.

**28. PUBLIC QUESTIONS**

No public questions were received.

**29. MEMBERS' QUESTIONS**

No members' questions were received.

**30. PAY POLICY STATEMENT 2018-19**

Mandy Quayle, Head of HR and OD, introduced the revised 2018-19 Pay Policy Statement to the Committee, which the Council was required to update each financial year.

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

Nick Lerry, Employer Relations Manager, advised the Committee of revisions to the Pay Policy Statement. In particular, the Committee noted that, should the Chief Officers' national pay claim for an increase comparable to Local Government Services (Green Book) be awarded at 2% or higher, two additional senior employee posts would have a FTE salary of £100k or more.

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 further query, clarification would be sought as to the amount of time the post holder committed to the County Council aspect of the joint role.

**Action: Mandy Quayle**

The Committee also noted that the Council currently provided a discretionary Gloucestershire County Council Living Wage Supplement (GCC LWS) to all eligible lower-paid employees; however it was anticipated that the GCC LWS would be superseded in April 2019 with the implementation of the national pay award, including introduction of a new national pay spine.

Additionally, paragraphs on pay for apprentices and on gender pay gap reporting had been included into the Pay Policy Statement. The Committee discussed the purpose of gender pay gap reporting, and the methodology for collating the data.

The Committee was informed that a number of provisions relating to public sector severance payments were anticipated to come into force during 2018-19, which could require amendments to the Pay Policy Statement. It was 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 2018-19 be adopted.***

**CHAIRPERSON**

Meeting concluded at 3.30 pm