THIS SET OF MINUTES IS NOT SUBJECT TO "CALL-IN"

PAY AND GRADING COMMITTEE

**MEETING HELD AT THE TOWN HALL, BOOTLE
ON 28 NOVEMBER 2022**

PRESENT: Councillor Lappin (in the Chair)
                  Councillor June Burns (Vice-Chair)

                  Councillors Lunn-Bates, Prendergast, Shaw and
                  Anne Thompson

1. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Murphy.

2. DECLARATIONS OF INTEREST

No declarations of any disclosable pecuniary interests or personal interests were received.

3. MINUTES OF PREVIOUS MEETING

RESOLVED:

That the Minutes of the meeting held on 12 January 2022 be confirmed as a correct record.

4. RECRUITMENT AND RETENTION INITIATIVES FOR COUNCIL STAFF

The Committee considered the report of the Executive Director of Corporate Resources and Customer Services seeking approval of three elements in respect of payments to employees of the Council.

Two of the elements were applicable to all Council employees and related to staff travel, whilst one was applicable only to staff employed within Children's Social Care, locality teams and related to retention payments.

Following consideration by Pay and Grading Committee, Cabinet would be requested to approve changes as set out in the report.

RESOLVED: That the Cabinet be recommended to approve the following:

(1) The removal of the 50% reduction in the Out of Borough car mileage rate;

(2)   The introduction of Essential Car Mileage which attracts a lump sum payment and shall be applied only to posts that meet the criteria as set out in the report;

(3)   The increase in the annual retention payment for social workers within the Children's Social Care locality teams from £2,000 to £5,000 in accordance with the criteria detailed within the report; and

(4)   For any services impacted by the changes contained within this report, the costs must be fully funded and vired from existing budgets in accordance with the council's financial procedure rules before any offer or change is proposed to employees.