

PAY AND GRADING COMMITTEE

**MEETING HELD AT THE TOWN HALL, BOOTLE
ON 11 JANUARY 2023**

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

Councillors Lunn-Bates, Shaw and Anne Thompson

5. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Murphy and Prendergast.

6. DECLARATIONS OF INTEREST

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

7. MINUTES OF PREVIOUS MEETING

RESOLVED:

That the Minutes of the meeting held on 28 November 2022 be confirmed as a correct record.

8. PAY POLICY - 1 APRIL 2023 TO 31 MARCH 2024

The Committee considered the report of the Executive Director of Corporate Resources and Customer Services that recommended a Pay Policy for the Council as required by the Localism Act 2011. After consideration of the report by the Committee, the report would be considered by the full Council at the meeting to be held on 19 January 2023.

It was reported that since the Pay and Grading Committee Agenda had been published the pay of Youth and Community Workers had been settled relative to their pay award effective back to 1 September 2022. This affected Section H paragraphs 49 – 51 which should read as follows:-

49. The pay of Youth and Community Workers is determined from pay points prescribed by the Joint Negotiating Committee (JNC). On 21st December 2022 the JNC announced the acceptance of the offer of:
- An increase of £1,925 on all pay points with effect from 1 September 2022

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- An increase of 4.04% on all allowances with effect from 1 September 2022
50. Consequently the tables below covers pay spines payable from 1st September 2022.
51. There are two ranges of pay points, one for Youth and Community Support Workers and one for Professional staff.

Youth and Community Support Workers

Spine Point	Salary from 1.9.2022
Ranges from spine point 5	£21,571
To spine point 17	£31,216

Professional staff

Spine Point	Salary from 1.9.2022
Ranges from spine point 13	£27,681
To spine point 32	£45,391

In order to comply with the Localism Act 2011 the Executive Director of Corporate Resources and Customer Services would be recommending the following to the Council on 19 January 2023:

- (i) The proposed Pay Policy at annexe A to this report (as amended above) be approved; and
- (ii) That any changes to the Pay Policy as required because of legislation are delegated to the Pay and Grading Committee.

RESOLVED:

That the Council be recommended to approve the proposed Pay Policy as detailed within annexe A of the report (as now amended).