

PAY AND GRADING COMMITTEE

**MEETING HELD AT THE TOWN HALL, BOOTLE
ON WEDNESDAY 15TH JANUARY, 2020**

PRESENT: Councillor Lappin (in the Chair)
Councillors Howard, Marshall, Yvonne Sayers, Shaw
and Sir Ron Watson

1. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Dowd.

2. DECLARATIONS OF INTEREST

No declarations of any disclosable pecuniary interest were made however in accordance with Paragraph 9 of the Council's Code of Conduct, the following declaration of personal interest was made and the Member concerned remained in the room during the consideration of the item and voted thereon:

| Member | Minute No. | Nature of Interest |
|------------------------------|-------------------------------|------------------------------------|
| Councillor Sir Ron Watson | Minute No. 23 – Pay Policy | Son is employed by Sefton Council. |

3. MINUTES

RESOLVED:

That the Minutes of the meeting held on 12 February 2019 be confirmed as a correct record.

4. PAY POLICY

The Committee considered the report of the Head of Corporate Resources 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 23 January 2020.

The Chief Personnel Officer drew members attention to paragraph 54 of the report which clarified arrangements surrounding any individual who had left the Council and been in receipt of a severance or redundancy payment and/or pension (LGPS or otherwise) being subsequently re-employed or engaged under a contract for services.

If any re-employment did occur this would be subject to satisfying a robust justification and business case including specific details why the re-employment would be beneficial to the Council or service area. The business case should also consider the circumstances of the individual who had left employment recognising that individuals in low pay jobs may be more readily re-employed.

The proposed clarification had been discussed with the Trades' Unions who had indicated that they recognised the principle and felt that any individual who had been the subject of compulsory redundancy should be recognised in this process. The Chief Personnel Officer confirmed that when applying the guidelines in Paragraph 54 that it was recognised that those employees who were made compulsorily redundant had particular circumstances which would be taken into account in the application of any consideration under Paragraph 54. This was something which trade unions had raised.

Outstanding actions following government consultation in respect of public sector exit payments and re-employment in the public sector are still to be decided by Central Government. These have matters ongoing for sometime and since 2018 Full Council had delegated any necessary amendment in respect of this 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 noting the position in respect of the interpretation of Paragraph 54 and the ongoing continuing delegation to the Pay and Grading Committee in respect of any amendment that arises from Government in respect of earlier consultation.