

PAY AND GRADING COMMITTEE

**REMOTE MEETING
13 JANUARY 2021**

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

1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Dowd and Sayers.

2. DECLARATIONS OF INTEREST

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

3. MINUTES

RESOLVED:

That the Minutes of the meeting held on 15 January 2020 be confirmed as a correct record.

4. PAY POLICY

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 21 January 2021.

The Chief Personnel Officer advised members that there were no substantive changes to the Policy compared to that approved in 2020 but he reported on changes in legislation, changes that may occur in respect of pension matters as a result (with some ongoing current uncertainty) and additionally the implications of an ongoing Judicial Review. In order to comply with the Localism Act 2011 and to comply with the current position under the Restriction of Public Sector Exit Payments Regulations 2020, should that be approved, he would be recommending the following to the Council on 21 January 2021:-

- (i) The proposed Pay Policy at Annex A to this report be approved;

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- (ii) That any changes to the Pay Policy as required because of legislation are delegated to the Pay and Grading Committee;
- (iii) Any further discretionary waiver in connection with the termination payments as detailed in this report be considered by the Pay and Grading Committee to provide a recommendation before matters go to Full Council

A Member expressed concern at the effects of the proposed legislation on employees who were not considered to be high earners and proposed the following amendment:

That in the event of a future Labour Government the Council be recommended to write to the Government requesting that the Restriction of Public Sector Exit Payments Regulations 2020 be repealed.

On it being put to the vote the Chair declared the amendment carried and it was

RESOLVED: That

- (1) the Council be recommended to approve the proposed Pay Policy as detailed within Annexe A of the report; and
- (2) in the event of a future Labour Government the Council be recommended to write to the Government requesting that the Restriction of Public Sector Exit Payments Regulations 2020 be repealed.
- (3) in accordance with Rule 96 of the Council and Committee Procedure Rules of the Constitution, the dissent of Councillor Sir Ron Watson from the decision set out above be recorded.