

PAY AND GRADING COMMITTEE

**MEETING HELD AT THE TOWN HALL, BOOTLE
ON 12 JANUARY 2022**

PRESENT: Councillor Lappin (in the Chair)
Councillor Dowd (Vice-Chair)

Councillors Howard and Shaw

1. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Sir Ron Watson.

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 13 January 2021 be confirmed as a correct record.

4. PAY POLICY 2022 - 2023

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 20 January 2022.

The Chief Personnel Officer advised members that there were no substantive changes to the Policy compared to that approved in 2021 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 20 January 2022:-

- (i) The proposed Pay Policy at annexe 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; and
- (iii) If future proposals in respect of Exit Pay cap legislation or special severance payments contain discretions then these are to be considered by the Pay & Grading Committee to provide a recommendation before matters go to Full Council.

RESOLVED:

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