

PERSONNEL COMMITTEE

6.10 P.M.

12TH MARCH 2020

PRESENT:- Councillors Oliver Robinson (Chair), Caroline Jackson (Vice-Chair), Phillip Black, Janice Hanson, Cary Matthews and David Whitworth

Apologies for Absence

Councillor Jake Goodwin

Officers in attendance:-

Dan Bates	Director of Corporate Services
Catherine Joyce	HR Business Partner
Debbie Chambers	Democratic Services Manager

30 MINUTES

The minutes of the meeting held on 13th February 2020 were agreed as a correct record.

31 DECLARATIONS OF INTEREST

No declarations of interest were made.

32 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIR

The Chair informed Members that he had agreed to accept one item of urgent business, the Pay Policy Statement 2020/2021. The reason for urgency was that the Policy had to be agreed by Council by 31st March 2020.

The Chair informed Members that the item on the agenda which would have been held in private, the Corporate Services Restructure – Project Delivery and Transformation Team – had been withdrawn. The only other item for consideration was the Pay Policy Statement 2020/2021.

33 PAY POLICY STATEMENT 2020/2021

The Chair adjourned the Committee meeting, to allow ten minutes' reading time for the urgent business report, from 6.15pm to 6.25pm.

The Head of HR submitted a report asking the Personnel Committee to consider and recommend to Council the draft Pay Policy Statement for 2020 – 2021, as required by the Localism Act 2011.

Members asked a number of questions, which the Director of Corporate Services and the HR Business Partner responded to.

Regarding Chief Officers' progression, it was noted that progressions would not be automatic, but would need to be approved by the Personnel Committee; this

would be dealt with after the Chief Executive's appraisal and his subsequent appraisals of the Chief Officers' progress against their objectives.

Members asked that the following issues be corrected or clarified:-

To make it clear that, following the conclusion of the national consultation, the Council will work towards a minimum wage of £10 per hour.

That the typographical error in paragraph 3.3 be corrected so that the figure reads £64,269 (not £64.269)

That clarification be provided regarding the NJC/SCP.

That the words "pending any pay award agreement" replace the words "until advised" in paragraph 5.1 of the statement.

It was proposed by Councillor Caroline Jackson and seconded by Councillor Black:

"That, subject to the amendments above, the Pay Policy Statement 2020/2021 be recommended to Council for approval."

The proposal was carried when put to the vote.

Resolved:

That, subject to the amendments above, the Pay Policy Statement 2020/2021 be recommended to Council for approval on 18 March 2020.

Chair

(The meeting ended at 6.55 p.m.)

**Any queries regarding these minutes, please contact
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