



NOTTINGHAM CITY COUNCIL
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

Date: Tuesday, 2 February 2016

Time: 2.00 pm

Place: LB 32 - Loxley House, Station Street, Nottingham, NG2 3NG

Councillors are requested to attend the above meeting to transact the following business

Corporate Director for Resilience

Governance Officer: Zena West **Direct Dial:** 0115 8764305

AGENDA

Pages

- | | | |
|----------|--|---------------|
| 1 | APOLOGIES FOR ABSENCE | |
| 2 | DECLARATIONS OF INTERESTS | |
| 3 | MINUTES | 3 - 4 |
| | To confirm the minutes of the last meeting held on 8 December 2015 | |
| 4 | EXCLUSION OF THE PUBLIC | |
| | To consider excluding the public from the meeting during consideration of the remaining items in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighs the public interest in disclosing the information. | |
| 5 | COMMERCIAL AND OPERATIONS DEPARTMENT | 5 - 32 |
| | Report of the Corporate Director, Commercial and Operations | |
| 6 | CHIEF EXECUTIVE STRUCTURAL REVIEW | |
| | Report of the Chief Executive – To Follow | |

IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ON THE AGENDA, PLEASE CONTACT THE GOVERNANCE OFFICER SHOWN ABOVE, IF POSSIBLE BEFORE THE DAY OF THE MEETING

CITIZENS ATTENDING MEETINGS ARE ASKED TO ARRIVE AT LEAST 15 MINUTES BEFORE THE START OF THE MEETING TO BE ISSUED WITH VISITOR BADGES

CITIZENS ARE ADVISED THAT THIS MEETING MAY BE RECORDED BY MEMBERS OF THE PUBLIC. ANY RECORDING OR REPORTING ON THIS MEETING SHOULD TAKE PLACE IN ACCORDANCE WITH THE COUNCIL'S POLICY ON RECORDING AND REPORTING ON PUBLIC MEETINGS, WHICH IS AVAILABLE AT WWW.NOTTINGHAMCITY.GOV.UK. INDIVIDUALS INTENDING TO RECORD THE MEETING ARE ASKED TO NOTIFY THE GOVERNANCE OFFICER SHOWN ABOVE IN ADVANCE.

NOTTINGHAM CITY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MINUTES of the meeting held at LB 32 - Loxley House, Station Street, Nottingham, NG2 3NG on 8 December 2015 from 14.03 - 14.21

Membership

Present

Councillor Dave Liversidge (Chair)
Councillor Toby Neal (Vice Chair)
Councillor Eunice Campbell
Councillor Graham Chapman
Councillor Alan Clark
Councillor Nicola Heaton
Councillor Dave Trimble
Councillor Jane Urquhart

Absent

Councillor Jon Collins
Councillor Georgina Culley
Councillor Sam Webster

Colleagues, partners and others in attendance:

Ian Curryer - Chief Executive
Bridget Donoghue - Head of HR
Gail Keen - HR Consultant
Lynn Robinson - HR Business Partner Children and Adults
Zena West - Governance Officer

32 APOLOGIES FOR ABSENCE

Councillor Georgina Culley - unwell

33 DECLARATIONS OF INTERESTS

None

34 MINUTES

The minutes of the meeting held on 3 November were agreed and signed by the Chair.

35 PAY POLICY STATEMENT 2016/17

Gail Keen, HR Consultant, presented a report to the Committee on the Pay Policy Statement 2016/17, highlighting the following points:

- (a) the Pay Policy Statement is an annual document produced as a requirement of the Localism Act;
- (b) the pay ratio between the average Chief Officer and the average non Chief Officer has reduced since last year's report. This is down to an increase in the Living Wage, and an update to the Chief Officer structure, which has resulted in more posts being defined as Chief Officer;

- (c) there are 52 Chief Officer posts, up from 35 last year;
- (d) there is an ongoing discussion at the moment regarding pay structure, a further report will be brought to a future meeting of the Appointments and Conditions or Service Committee if there are any further changes as a result of these discussions.

RESOLVED to note the Council's Pay Policy Statement for 2016/17 which will be presented to the Full Council meeting on 18 January 2016.

36 EXCLUSION OF THE PUBLIC

RESOLVED to exclude the public from the meeting during consideration of the remaining items in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighs the public interest in disclosing the information, as defined in paragraphs 1, 2, 3, 4 and 5 of Part 1, Schedule 12A of the Act.

37 PAY AND REWARD REVIEW UPDATE

Bridget Donoghue, Head of Human Resources, presented an update on the Pay and Reward Review to the Committee.

RESOLVED to thank Bridget for the update, and note the contents.

38 CORPORATE DIRECTOR OF RESILIENCE - WORKING ARRANGEMENTS

The Chair of the Committee agreed that this item, although not on the original agenda, could be considered as a matter of urgency in accordance with Section 100B(4)(b) of the Local Government Act 1972, because the arrangements are due to start before the next meeting of the Appointments and Conditions of Service Committee, and cannot start without the agreement of the Committee.

Ian Curryer, Chief Executive, presented a report on the Corporate Director of Resilience's working arrangements to the Committee.

RESOLVED to approve the recommendations as set out in the exempt report.

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of the Local Government Act 1972.

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