

NOTTINGHAM CITY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MINUTES of the meeting held at LH 0.06 - Loxley House, Station Street, Nottingham, NG2 3NG on 6 February 2018 from Time Not Specified - Time Not Specified

Membership

Present

Councillor Dave Liversidge (Chair)
Councillor Toby Neal (Vice Chair)
Councillor Eunice Campbell
Councillor Graham Chapman
Councillor Jon Collins
Councillor Gul Nawaz Khan
Councillor Sally Longford
Councillor Andrew Rule
Councillor Dave Trimble
Councillor Sam Webster

Absent

Councillor Ginny Klein
Councillor Linda Woodings

Colleagues, partners and others in attendance:

Richard Henderson - Head of Transformation
Gail Keen - HR Consultant
Kate Morris - Governance Officer

31 APOLOGIES FOR ABSENCE

Councillor Ginny Klein – Personal reasons
Councillor Linda Woodings - Personal reasons

32 DECLARATIONS OF INTERESTS

None

33 MINUTES

The minutes of the meeting held on 2 January 2018 were agreed as a correct record and signed by the Chair.

34 PAY POLICY STATEMENT 2018/19

Gail Keen, HR Consultant, introduced the report on the Pay Policy Statement 2018/19. She highlighted the following points:

- (a) This is an annual report and is required by the Localism Act. The statement sets out information on pay and conditions for Chief Officers compared to the rest of the Council workforce;
- (b) The statement is taken as at 31 October 2017 when the council employed approximately 6647 people of which 26 posts were Chief officer posts. This is

a decrease from the previous year due to changes in management structure and reporting lines;

- (c) The pay relationship between chief officer posts and non-chief officer average earnings is 1:4 which is up slightly from last year as a result of the restructure which led to a reduction in lower paid chief officer posts;
- (d) The pay relationship between Chief Executive and non-chief officer average earnings is 1:7. This has remained stable for the last 2 years and is favourably comparable to other core cities;

Following questions and comments from the committee the following additional information was highlighted:

- (e) For posts in receipt of a market supplement there are regular bench marking exercises and reviews in place to ensure that the payment is reflective of what similar roles attract within other organisations;

RESOLVED to thank Gail Keen for her attendance and to note the Council's Pay Policy Statement for 2018/19 which is being presented to the Full Council meeting on 5 March 2018.