

## **NOTTINGHAM CITY COUNCIL**

### **APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

**MINUTES of the meeting held at LB31-32 - Loxley House, Station Street, Nottingham, NG2 3NG on 6 January 2015 from 14.03 - 14.28**

#### **Membership**

##### Present

Councillor Toby Neal (Chair)  
Councillor Alan Clark (Vice Chair)  
Councillor Graham Chapman  
Councillor Alex Norris  
Councillor Georgina Culley  
Councillor Eunice Campbell  
Councillor David Mellen

##### Absent

Councillor Jon Collins  
Councillor Nicola Heaton  
Councillor Nick McDonald  
Councillor Roger Steel

#### **Colleagues, partners and others in attendance:**

Helen Jones	- Director for Adult Social Care
Noel McMenamin	- Governance Officer
Angela Probert	- Strategic Director for Organisational Transformation
Lynn Robinson	- HR Business Partner
Della Sewell	- Employee Relations Manager

#### **39 APOLOGIES FOR ABSENCE**

Councillor Jon Collins (leave)  
Councillor Nicola Heaton (leave)  
Councillor Nick McDonald (leave)  
Councillor Roger Steel (other Council business)

#### **40 DECLARATIONS OF INTERESTS**

None.

#### **41 MINUTES**

The minutes of the public meeting held on 2 December 2014 were confirmed and signed by the Chair.

#### **42 PAY POLICY STATEMENT 2014-15**

Della Sewell, Employee Relations Manager, introduced the City Council's Pay Policy Statement for 2015-16 as required by the Localism Act. The policy sets out information on pay and conditions for chief officers in comparison to the bulk of the workforce employed on Local Government Scheme terms and conditions.

Ms Sewell made the following points:

- (a) There are 39 Chief Officers in post out of a total number of approximately 6,900 employees. This is slightly higher than last year's figure, and is as a result of several acting-up arrangements being put in place. The report is based on figures from 31 October 2014;
- (b) The pay multiple of the average chief officer's pay to that of non-chief officer average earnings is 1:4 and the ratio of the Chief Executive's pay to that of Council non-chief officer average earnings is 1:7. These ratios remain unchanged from last year.

During discussion, the Committee made the following points:

- (c) Ms Sewell explained that the Pay Policy Statement met the statutory requirements of the Localism Act, and agreed with a Committee member that the Statement did not address recruitment of hard-to-fill vacancies in detail. However, there was some flexibility within the Pay Policy Statement to pay market supplements, and a separate piece of work was under way to address difficulties in recruiting to specific posts;
- (d) In response to a query from a Committee member, Lynn Robinson, HR Business Partner advised that entry-level recruitment of social workers is not a significant issue, but there has been difficulty in retaining more experienced social work professionals.

**RESOLVED to note the Nottingham City Council Pay Policy Statement for 2015-16 which will be presented to the Full Council meeting on 26 January 2015.**

#### **43 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.

#### **44 EXEMPT MINUTES**

The exempt minutes of the meeting held on 2 December 2014 were confirmed and signed by the Chair.

#### **45 DIRECTORATE FOR ADULT SOCIAL CARE RE-STRUCTURE PROPOSALS**

Helen Jones, Director of Adult Social Care, presented the report on Adult Social Care restructure proposals designed to deliver the transformation required to better support and safeguard vulnerable adults and create competitive internal services at a time of shrinking resources and increased demand.

**RESOLVED to approve the recommendations set out in the report.**