

## 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.**