NOTTINGHAM CITY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MINUTES of the meeting held at Loxley House, Nottingham on 5 February 2019 from 2.00 pm - 2.24 pm

Membership

Present	Absent
Councillor Dave Liversidge (Chair)	Councillor Toby Neal
Councillor Graham Chapman	Councillor Eunice Campbell-Clark
Councillor Andrew Rule	Councillor Jon Collins
Councillor Sam Webster	Councillor Ginny Klein

Colleagues, partners and others in attendance:

Richard Henderson   - Head of Transformation
Anna Maroo   - Employee Relations Specialist
Phil Wye   - Governance Officer

24   APOLOGIES FOR ABSENCE

Councillor Eunice Campbell-Clark – other council business
Councillor Jon Collins – other council business
Councillor Toby Neal – other council business

Daljit Singh Nijran

25   DECLARATIONS OF INTERESTS

None.

26   MINUTES

The minutes of the meeting held on 4 December 2018 were confirmed as a correct record and signed by the Chair.

27   EARLY RETIREMENT MONITORING REPORT 2017/18

Richard Henderson, Director of HR and Customer, introduced the report detailing the number, type and pension strain cost of early retirements for the period 1 April 2017 to 31 March 2018.

The total number of retirement cases with a pension reduced from 142 cases in 2017/18 from 170 in 2016/17. There has been a decrease in the number of colleagues taking early retirement and a slight decrease in the number of ill health retirements

RESOLVED to note the monitoring information contained within the report and the appendices.

28   PAY POLICY STATEMENT 2019/20

Richard Henderson, Director of HR and Customer, introduced the report introducing the council's Pay Policy Statement for 2019/20 as required by the Localism Act. The report sets out information on pay and conditions for chief officers in comparison to the bulk of the workforce employed on 'Local Government Services' (LGS) terms and conditions. The following information was highlighted:

(a)   the data for this Pay Policy Statement is taken as at 31 October 2018. 45 posts fall within the Chief Officer definition, representing approximately 0.7% of the council's workforce. This year's figure includes officers reporting into the Section 151 Monitoring Officer role which has now been designated as a Strategic Director as well as officers reporting to the Director of Public Health and the Midlands Engine Programme Director;

(b)   there was an increase in Chief Officer posts this year due to changes to the management structure and reporting lines;

(c)   the pay multiple of the average Chief Officer's pay to that of the non-Chief Officer average earner including guaranteed payments is 1:3 which has narrowed from 1:4, and the relationship between the Chief Executive's pay to that of the council's non-Chief Officer average earner excluding allowances is a pay multiple of 1:7 which has remained static;

(d)   the final version of the Pay Policy Statement will be agreed by Full Council, as required by the Localism Act.

RESOLVED to note the council's Pay Policy Statement for 2019/20, which will be presented to the Full Council meeting on 5 March 2019.

29   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 paragraph 3 of part 1, Schedule 12A of the Act.

30   ALIGNMENT OF NOTTINGHAM CITY COUNCIL PAY STRUCTURE WITH REVISED NATIONAL PAY SPINE

RESOLVED to note the content of the exempt report and to approve the recommendations it sets out.

31   ALIGNMENT OF SCHOOLS' NON-TEACHING PAY STRUCTURE WITH REVISED NATIONAL PAY SPINE

RESOLVED to note the content of the exempt report and to approve the recommendations it sets out.