

Nottingham City Council

Appointments and Conditions of Service Committee

Minutes of the meeting held remotely and livestreamed on YouTube on 19 February 2021 from 2.00 pm - 2.55 pm

Membership

Present

Councillor Dave Liversidge (Chair)
Councillor Eunice Campbell-Clark
Councillor Sam Webster
Councillor Hassan Ahmed (Vice Chair)
Councillor Kevin Clarke
Councillor Rebecca Langton
Councillor David Mellen
Councillor Sam Webster

Absent

Councillor Sally Longford

Colleagues, partners and others in attendance:

Mel Barrett - Chief Executive
Elaine Harrison - Employee Relations Consultant
Richard Henderson - Director of HR and Customer
Jo Hill - Employee Relations Specialist
Mark Leavesley - Governance Officer

25 Apologies for absence

Councillor Longford – other Council business

26 Declarations of interests

None.

27 Minutes

The Committee agreed the minutes of the meeting held on 05 January 2021 as a correct record and they were signed by the Chair.

28 Early retirement monitoring report 2019-20

Jo Hill, Employee Relations Specialist, presented the report, which detailed the number, type and pension strain cost of early retirements for the period 1 April 2019 to 31 March 2020.

Resolved to note the report.

29 Pay Policy Statement 2021-22

Elaine Harrison, HR Consultant, presented the report, which detailed the Council's Pay Policy Statement 2021/22.

It was stated that under the Localism Act, the statement must be approved by a meeting of Full Council by no later than March each year and, as such, this report will be considered at a Council meeting being held in March 2021.

The Committee stated that while it was pleasing to note that Nottingham, when compared to most other Core Cities, had a lower pay difference gap, the Council could not be complacent about the gender pay gap and needed to continue to work towards a real balance. Also, although it met the national living wage, it needed to work towards a more realistic 'living wage'.

Resolved to note the Pay Policy Statement 2021/22 and that it will be considered at Full Council on 08 March 2021.

30 Exclusion of the public

The Committee agreed to exclude the public from the meeting during consideration of the remaining item 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 outweighed the public interest in disclosing the information, as defined in Paragraphs 1, 2, 3, 4 and 5 of Part 1 of Schedule 12A to the Act.

31 Revised high-level structure 2021

Mel Barrett, Chief Executive, presented the report, which detailed proposed changes to the senior officer leadership structure.

Resolved to approve the recommendations in the report, as detailed in the exempt minutes.