



Nottingham City Council **Appointments and Conditions of Service Committee**

Date: Tuesday, 12 April 2022

Time: 12noon

Place: Ground Floor Committee Room - Loxley House, Station Street, Nottingham, NG2 3NG

Councillors are requested to attend the above meeting to transact the following business

Director for Legal and Governance

Governance Officer: Mark Leavesley

Direct Dial: 0115 876 4302

- 1 Apologies for absence**
- 2 Declarations of interests**
If you need advice on declaring an interest, please contact the Governance Officer above, if possible before the day of the meeting
- 3 Minutes** 3 - 4
Last meeting held on 8 February 2022 (for confirmation)
- 4 Exclusion of the public**
To consider excluding the public from the meeting during consideration of the remaining item(s) 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
- 5 Recruitment update** 5 - 8
Report of the Chief Executive

Citizens attending meetings are asked to arrive at least 15 minutes before the time above

Citizens are advised that this meeting may be recorded by members of the public. Any recording or reporting on this meeting should take place in accordance with the Council's policy on recording and reporting on public meetings, which is available at www.nottinghamcity.gov.uk. Individuals intending to record the meeting are asked to notify the Governance Officer shown above in advance

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Nottingham City Council

Appointments and Conditions of Service Committee

Minutes of the meeting held at Loxley House, Nottingham on 8 February 2022
from 2.00 pm - 2.24 pm

Membership

Present

Councillor Dave Liversidge (Chair)
Councillor Hassan Ahmed (Vice Chair)
Councillor Kevin Clarke
Councillor Sally Longford
Councillor David Mellen
Councillor Toby Neal (substitute)
Councillor Sam Webster

Absent

Councillor Eunice Campbell-Clark
Councillor Rebecca Langton

Colleagues, partners and others in attendance:

Elaine Harrison - HR Consultant, Employee Relations
Richard Henderson - Director of HR and Customer
Jo Hill - Employee Relations Specialist
Phil Wye - Governance Officer

59 Apologies for Absence

Councillor Rebecca Langton – personal reasons

60 Declarations of Interests

None.

61 Minutes

The minutes of the meeting held on 7 December 2021 were confirmed as a correct record and were signed by the Chair.

62 Pay Policy Statement 2022-23

Elaine Harrison, HR Consultant, presented the report which introduces the Council's Pay Policy Statement for 2022/23 as required by the Localism Act. The Statement 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 Committee queried why the median pay multiple is so much lower in Bristol compared to other core cities. It was suggested that this may be due to outsourcing of the lower paid workforce but the Director of HR and Customer agreed to investigate the reason for this.

Resolved to note the Council's Pay Policy Statement for 2022/23, which is being presented to Full Council on 7 March 2022.

63 Early Retirement Monitoring Report 2020/21

Jo Hill, Employee Relations Specialist, presented the report which details the number, type and average pension strain cost of early retirements for the period 1 April 2020 to 31 March 2021.

There was a significant increase in early retirements compared to the previous year, mainly due to the offer of voluntary redundancy which many took up.

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

64 Exclusion of the Public

The Committee agreed to exclude the public from the meeting during consideration of the remaining agenda 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 Paragraph(s) 3, 4, 5 of Part 1 of Schedule 12A to the Act.

65 Exempt Minutes

The exempt minutes of the meeting held on 7 December 2021 were confirmed as a correct record and were signed by the Chair.

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