



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

**Date:** Tuesday, 28 March 2023

**Time:** 2.00 pm

**Place:** LH 3.32 - 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:** Michael Carey

**Direct Dial:** 0115 8764302

- 1 Apologies for Absence**
- 2 Declarations of Interests**
- 3 Minutes** 3 - 6  
To confirm the minutes of the meeting held on 7 February 2023.
- 4 Exclusion of the Public**  
To consider excluding 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 paragraphs 1 and 2 of Part 1 of Schedule 12A to the Act.
- 5 Shortlisting for Chief Officer role - Corporate Director for Communities, Environment, and Resident Services** 7 - 10  
Report of the Chief Executive.

If you need any advice on declaring an interest in any item on the agenda, please contact the Governance Officer shown above, if possible before the day of the meeting

Citizens attending meetings are asked to arrive at least 15 minutes before the start of the meeting to be issued with visitor badges

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](http://www.nottinghamcity.gov.uk). Individuals intending to record the meeting are asked to notify the Governance Officer shown above in advance.

## Nottingham City Council

### Appointments and Conditions of Service Committee

Minutes of the meeting held at Loxley House, Nottingham on 7 February 2023  
from 2.00 pm - 2.23 pm

#### Membership

##### Present

Councillor Sam Webster (Chair)  
Councillor Hassan Ahmed  
Councillor Kevin Clarke  
Councillor Rebecca Langton  
Councillor Toby Neal  
Councillor Adele Williams

##### Absent

Councillor David Mellen  
Councillor Corall Jenkins

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

Mike Carey - Governance Officer  
Jane Garrard - Senior Governance Officer  
Daljit Singh Nijran - Organisational HR Manager  
Sheena Yadav-Staples - HR Consultant

#### 31 Apologies for absence

Councillor David Mellen - other Council business  
Councillor Corall Jenkins - other Council business  
Richard Henderson - other Council business

#### 32 Declarations of interests

None.

#### 33 Minutes

The Committee agreed the minutes of the meeting held on 21 December 2022 as a correct record and they were signed by the Chair.

#### 34 Pay Policy Statement 2023-24

Daljit Singh Nijran, Organisational HR Manager, and Sheena Yadav-Staples, HR Consultant, presented the report introducing the Council's Pay Policy Statement for 2023/24, as required under the Localism Act 2011.

They made the following points:

- (a) the Pay Policy Statement 2023/24 is a factual document, providing information on pay and conditions for Chief Officers in comparison with the bulk of the workforce employed on 'Local Government Services' (LGS) terms and conditions;

- (b) the Localism Act 2011 requires local authorities prepare and publish a Pay Policy Statement by 31 March each financial year. The statement must be approved formally by Full Council itself, it cannot be delegated to a sub-committee;
- (c) the data for the statement is taken as at 31 October 2022, and includes retrospective pay information from 1 April 2022 to 31 October 2022 to ensure consistency and comparability with previous years;
- (d) key findings included:
  - i. the gap between the highest paid officer, the Chief Executive, and the Council's non-Chief Officer average (mean) earner has narrowed from a pay multiple of 6.71:1 in 2022/23 to 6.59:1 in 2023/24;
  - ii. the pay multiple of the average (mean) Chief Officer's pay to that of the non-Chief Officer average (mean) earner has reduced from 3.32:1 to 3.12:1;
  - iii. in 2022/23, the pay multiple of the City Council's Chief Executive to that of the non-Chief Officer median earner was 7.64:1. Compared to the six other Core Cities in England that published this data for 2022/23, Nottingham is in the middle with the fourth narrowest pay multiple. When statements are published for 2023/24, this can be updated;
- (e) as the data is at 31 October 2022, it does not cover the pay-award from 1 November 2022, when the National Joint Council for Local Government Services pay agreement was confirmed;
- (f) in its Pay Policy Statement for 2022/23, the Council committed to undertaking a review of the pay grading structure for Chief Executive, Corporate Director and Strategic Director roles. The scope of this review expanded to consider recruitment and retention difficulties being experienced amongst the wider workforce. A revised grading structure is currently progressing through the consultation and negotiation stage with the Council's recognised Trade Unions in anticipation of implementation during 2023/24, subject to final approval of the Council's budget;
- (g) the Pay Policy Statement for 2023/24 is due to be presented at Full Council on 6 March 2023, after which it will be published on the Council's website and on Open Data Nottingham. The Committee is asked to note the statement.

The Committee discussed the following points:

- (h) the grading structure review may produce significant changes from last year's pay award, which could narrow the differentials further. The whole structure is

under review however, so it is not yet clear how changes will balance each other;

- (i) members asked for confirmation of the figures for the additional payments made to the Council's Chief Officers. These were confirmed as correct and officers clarified that these figures were in total for all Chief Officers, and not an average for each Chief Officer;
- (j) there appears to have been a slight widening of the Gender Pay Gap and the Ethnicity Pay Gap. There is a report due to provide updated figures on the Gender Pay Gap this financial year;
- (k) the pay scales are fair, with the same pay for those who do the same jobs. The underlying challenge has been to ensure a variety of people are represented at all levels in the organisation, particularly in getting representation at Corporate Leadership Team and Corporate Director level;
- (l) the Council is looking to address the gap through a number of initiatives. There is an Equality, Diversity and Inclusion (EDI) strategy in consultation, there are recruitment and promotion drives, and the Change Academy and Accelerated Development Programme (ADP) are developing the skills of colleagues;
- (m) it would be useful to collect data to test the idea of a Class Pay Gap, among the collective pay gap reports. Some organisations have been collecting data on whether an individual is the first person in their family to go to university to inform progressive recruitment strategies. Data on this can be complex, considering the amount of people hired through higher apprenticeships who may not be graduates for example, and due to the lack of comparable national census data.

**Resolved to note the Council's Pay Policy Statement for 2023/24, which will be presented to Full Council on 6 March 2023.**

### **35 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.

### **36 Exempt minutes**

The Committee agreed the exempt minutes of the meeting held on 21 December 2022 as a correct record and they were signed by the Chair.

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