

# 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.