

# Nottingham City Council

## Appointments and Conditions of Service Committee

Minutes of the meeting held at Loxley House, Station Street, Nottingham on 4 February 2025 from 2.05 pm - 3.00 pm

### Membership

#### Present

Councillor Helen Kalsi (Chair)  
Councillor Steve Battlemuch (Vice Chair)  
Councillor Graham Chapman  
Councillor Kevin Clarke  
Councillor Neghat Khan  
Councillor Ethan Radford  
Councillor Linda Woodings  
Councillor Audra Wynter

#### Absent

### Colleagues, partners and others in attendance:

Lee Mann - Strategic Director of HR and EDI  
Sajeeda Rose - Chief Executive  
Phil Wye - Governance Officer

### 42 Apologies for Absence

None.

### 43 Declarations of Interests

None.

### 44 Minutes

The minutes of the meeting held on 5 December 2024 were confirmed as a correct record and signed by the Chair.

### 45 Pay Policy Statement 2025/26

Lee Mann, Strategic Director of HR and EDI, presented the report introducing the Council's Pay Policy Statement for 2025/26 as required by the Localism Act. The Statement sets out information on pay and conditions for Chief Officers in comparison to the rest of the workforce employed on 'Local Government Services' (LGS) terms and conditions.

The following points were highlighted during discussion:

- (a) comparing the City Council's median pay multiple from last years (2024/25) pay policy statement with those statements published by the Core Cities in the same reporting period, figures range from 5.38:1 to 8.3:1. From the narrowest to widest ratios, Nottingham City Council ranked joint third with Leeds behind Bristol,

Sheffield, and Leeds;

- (b) the relationship between the Chief Executive's pay (£191,000) to that of the Council's non-Chief Officer average (mean) earner, excluding allowances (£36,406), is a pay multiple of 5.2:1, which is lower compared to last years (2024/25) pay statement and has narrowed the gap from 6.06:1;
- (c) the Council committed to review the grading structure for the Chief Executive, Corporate Director, and Strategic Director roles as part of its single status journey to ensure they remain fit for purpose, were consistent with the rest of the Council and support the most effective delivery of its aims and objectives. This would include a shift away from 'fixed spot' salaries towards performance assessment led incremental pay progression. These recommendations remain under review;
- (d) It is not currently Council policy to pay bonus payments, performance related pay and other pay entitlement for overtime, weekend, evening, night working, etc. to Chief Officers. However, incremental pay progression for officers in the SLMG pay band is subject to satisfactory performance review.

**Resolve to note the Council's Pay Policy Statement for 2025-26, which will be presented to Full Council on 3 March 2025.**

#### **46 Exclusion of the public**

**The Committee decided 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 Paragraphs 1 and 2 of Part 1 of Schedule 12A to the Act.**

#### **47 Shortlisting for Corporate Director of Children's and Education Services (DCS)**

Lee Mann, Strategic Director of HR and EDI, presented the report putting forward proposals to shortlist a number of potential candidates in order to secure a permanent appointment.

#### **Resolved to**

- (1) approve a shortlist of two candidates to be taken forward to the 'Assessment Centre' stage of the recruitment process;**
- (1) note the proposed Assessment Centre process and timescales.**