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## NOTTINGHAM CITY COUNCIL

### APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

**MINUTES of the meeting held at LB 31 - Loxley House, Station Street, Nottingham, NG2 3NG on 20 February 2017 from 14:00 – 14:09**

#### **Membership**

##### Present

Councillor Dave Liversidge (Chair)  
Councillor Eunice Campbell  
Councillor Graham Chapman  
Councillor Jon Collins  
Councillor Nicola Heaton  
Councillor Dave Trimble  
Councillor Sam Webster

##### Absent

Councillor Toby Neal  
Councillor Alan Clark  
Councillor Georgina Culley  
Councillor Jane Urquhart

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

Nancy Barnard - Governance Manager  
Bridget Donoghue - Head of Human Resources  
Della Sewell - Employee Relations Manager  
Sheena Yadav-Staples - HR Consultant

#### **32 APOLOGIES FOR ABSENCE**

Cllr Alan Clark – Personal reasons  
Cllr Georgina Culley – Unwell  
Cllr Toby Neal – Other council business  
Cllr Jane Urquhart – Work commitments

#### **33 DECLARATIONS OF INTEREST**

None.

#### **34 MINUTES**

The minutes of the last meeting, held on 17 January 2017 were confirmed and signed by the Chair.

#### **35 PAY POLICY STATEMENT 2017/18**

Della Sewell, Employee Relations Manager outlined the report to the Committee covering the following points:

- a) Reporting the Pay Policy Statement to Council on an annual basis is a statutory requirement. It is intended to take the Statement as outlined in the report to Council on 6 March 2017.

- b) The Statement outlines the relationship between remuneration of chief officers and the colleagues on the lowest pay grades. 50 posts in the structure as it was in September 2016 were designated as chief officer posts for this purpose and pay is deemed to include salaries and any additional payments, allowances and expenses. Chief Officers are paid very few allowances other than out of city mileage.
- c) Multiples of earnings have not changed significantly but this may change following the introduction of the new pay model in April. Levels of payments in addition to salaries are relatively stable.

**RESOLVED:**

- (1) Subject to the information in the report relating to additional payments being broken down, to ensure clarity regarding the reasons for the additional payments, to note the Council's Pay Policy Statement for 2017/18 for presentation to Council on 6 March 2017;**
- (2) To approve the new Pay Policy in principle contained in Appendix 12 of the report, subject to final Trade Union agreement.**