

SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

Minutes of a meeting of the Employment Committee held on
Thursday, 9 February 2012 at 1.30 p.m.

PRESENT: Councillor Simon Edwards – Chairman
Councillor Pippa Corney – Vice-Chairman

Councillors: John Batchelor Lynda Harford
Liz Heazell Charles Nightingale
Alex Riley

Officers: Patrick Adams Senior Democratic Services Officer
Susan Gardner Craig Human Resources Manager
Fiona McMillan Legal & Democratic Services Manager and
Monitoring Officer

6. DECLARATIONS OF INTEREST

None.

7. MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on 24 November 2011 were agreed as a correct record.

8. PAY POLICY STATEMENT

The HR Manager presented this report, which recommended that the attached Pay Policy Statement be submitted to February's Council. This was to ensure that the Council complied with the Localism Act, which became law in November 2011.

Publicising re-employment of Chief Officers

It was noted that the word "to" needed to be added to the last sentence of paragraph 8 of the report but that the sentence was otherwise correct and did refer to publicising the re-employment of Chief Officers by the same local authority.

Decreasing the number of spinal column points

The HR Manager explained that to comply with equality legislation the Council was decreasing the number of spinal column points within each pay grade from 8 to 6.

It was noted that salary scales listed in paragraph 2.1 did not include other forms of remuneration, such as returning officer fees.

Ratio between lowest and highest employees

It was noted that the Hutton Review had suggested a 1:20 ratio between the lowest and highest paid staff but this would have been inappropriate for this Council where the ratio was 1:9.1. It was noted that in paragraph 14.1 of the Policy Statement the words "highest" and "lowest" needed to be swapped in the fourth paragraph and the words "chief executive's salary" and "lowest pay point" needed to be swapped in the sixth paragraph.

Executive Director's pay grade

It was noted that the post of Executive Director had 8 pay grades, whilst all other posts at the Council would have 6. It was understood that by bringing this post in line with the others, a decision would have to be made whether to alter the parameters of the pay

grade. The Chief Executive post currently had a ratio between the lowest and highest pay points of 1:1.14 whilst the Executive Director post had a ratio of 1:1.27.

The Employment Committee

AGREED To review the pay grade for the post of Executive Director during 2012.

RECOMMENDED TO COUNCIL The Pay Policy Statement with the above amendments to paragraph 14.1.

The Meeting ended at 1.55 p.m.
