

Civic Affairs Committee 07 February 2024

Decisions

5. STATEMENT OF ACCOUNTS 2023-24 – ACCOUNTING POLICIES AND SIGNIFICANT AREAS OF JUDGEMENT

The Committee agreed:

- i. To note that there are no significant changes to accounting policies anticipated for the 2023-24 Statement of Accounts.
- ii. To note and approve the proposed critical judgements and major sources of estimation uncertainty in respect of the 2023-24 Statement of Accounts.
- iii. To note the position regarding the outstanding audit of the 2022-23 Statement of Accounts and the impact of the delay in concluding audit procedures on production of the 2023-24 Statement of Accounts.

6. INTERNAL AUDIT UPDATE

The Committee noted the contents of the Internal Audit update report.

7. RISK MANAGEMENT FRAMEWORK AND STRATEGY

The Committee noted and commented on the revised Risk Management Strategy & Framework (Appendix A), and agreed that Officers can continue to make subsequent minor updates and amendments.:

8. DRAFT PAY POLICY STATEMENT 2023/24

The Committee agreed:

- i. The recommendation that all Director and Assistant Director roles are evaluated using the HAY Job Evaluation methodology.
- ii. The introduction of an Additional Responsibility Allowance to recompense colleagues for taking on additional responsibility above and beyond their current role.
- iii. The increase of the Cambridge Weighting rate from £11.00 per hour to £12.50 per hour.
- iv. The inclusion of apprentices into the Real Living Wage and Cambridge Weighting pay, meaning that no apprentice with Cambridge City Council will earn less than £12.50 per hour on 1 April 2024. In addition all apprentices will be employed on permanent contracts.
- v. The recommendation that the Investors in People (IIP) accreditation is not renewed in November 2024, whilst the Council will continue to uphold the principles outlined by the IIP.

- vi. The change in delegation for fixed term non-leadership team Director level roles and to recommend to Council to amend the Constitution in accordance with paragraph 6.3 of the report.
- vii. Review and recommend to Council the draft Pay Policy Statement 2024/2025 attached as Appendix 1.
- viii. Note the implementation of the nationally negotiated pay awards.

9. FLAG POLICY

The Committee agreed:

- i. To adopt the revised list of flags to be flown over the Guildhall at Appendix A; and
- ii. That from time to time additional flags may be flown in special circumstances, where they are consistent with the Council's vision, objectives and obligations, through agreement of the Leader and Chief Executive at the time.

10. OFFICER DELEGATED DECISIONS

10a. Powers of the Chief Executive, Cambridge City Council-delegation

The Committee noted the contents of the report.

10b. Implementation of the Joint Negotiating Committee for Chief Executives of Local Authorities Pay Award for 2023-24

The Committee noted the contents of the report.

10c. To Implement the National Joint Council Local Government Services Pay Agreement 2023-24 for staff on pay bands 1-11

The Committee noted the contents of the report.