

**EMPLOYMENT COMMITTEE**

26 February 2026

**Present:** Councillors Bick, Davey, Howard and Nestor (Chair)

**Officers:**

Chief Operating Officer: Jane Wilson

Assistant Director – People and Change: Hannah Ralph

Deputy Democratic Services Manager: Claire Tunncliffe

**FOR THE INFORMATION OF THE COUNCIL****26/1/EmpCom Apologies**

Apologies were received from Councillor Ashton, Councillor Moore and Councillor Martinelli.

**26/2/EmpCom Declarations of Interest**

No declarations were declared.

**26/3/EmpCom Public Questions**

No public questions were received.

**26/4/EmpCom Re-ordering of the Agenda**

The Chair used their discretion to alter the order of the agenda items. However, for ease of the reader, these minutes will follow the order of the published agenda.

**26/5/EmpCom Draft Pay Policy Statement 2025/26**

The Chief Operating Officer introduced the report.

The report referred to the Pay Policy Statement for 2025/26 which outlined the Council's approach to pay and reward for all staff, separating out Chief Officers where necessary to satisfy the requirements of the Localism Act 2011. In line with the annual review of the pay policy statement, the People and Change (HR) team reviewed the additional elements of pay that were outlined in the pay policy and developed some pay and policy recommendations for consideration.

The Committee **unanimously resolved** to:

- i. Approve the recommendation that the Cambridge Weighting rate was increased from £13.00 per hour to £13.69 per hour.
- ii. To review and recommend to Full Council the Pay Policy Statement at Appendix 1 of the Officer's report.

## **26/6/EmpCom Pensions Discretion Statement**

The Chief Operating Officer introduced the report.

The report referred to the Local Government Pension Scheme (LGPS) legislation which required employing authorities, to determine and publish policies on certain discretionary areas. The Council's approach to pension enhancements had been set out in its Pensions Discretion Statement (2022).

The policy was reviewed every three years, or sooner if required by changes to the LGPS, as advised by the Local Government Pensions Committee (LGPC) and the Administering Authority (Cambridgeshire County Council).

Following a recent review, no substantive changes were proposed to the policy previously agreed in 2022. The proposed policy which continued to use the pensions scheme administrator mandated template. There had been minor changes to the wording designed to improve clarity and ease of deliverability.

**RESOLVED** (3 votes to 0, 1 abstention) to: Review and approve the updated Pensions Discretion Report attached as appendix A of the Officer's report.

The meeting ended at 5.25 pm

**CHAIR**