



## Cambridge City Council Employment Committee

**Date:** Tuesday, 19 May 2026

**Time:** 6.15 pm

**Venue:** Committee Room 1 - The Guildhall, Market Square, Cambridge, CB2 3QJ

**Contact:** [democratic.services@cambridge.gov.uk](mailto:democratic.services@cambridge.gov.uk), tel:01223 457000

### Agenda

- 1 Apologies
- 2 Declarations of Interest
- 3 Minutes (Pages 3 - 4)
- 4 Public Questions
- 5 Senior Management Review: Consideration of Termination / Exit Costs (Pages 5 - 8)

It is recommended that the committee resolves to exclude the press and public during item 5 by virtue of paragraph(s) 1,2,3 & 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

**Employment Committee Members:** Ashton, Bick, Davey, Howard, Martinelli, Moore and Nestor (Chair)

## **Emergency Evacuation Procedure**

In the event of the fire alarm sounding all persons should vacate the building by way of the nearest escape route and proceed directly to the assembly point in front St Mary's Church. The duty Officer will assume overall control during any evacuation, however in the unlikely event the duty Officer is unavailable, this responsibility will be assumed by the Committee Chair.

## **Information for the public**

It is recommended that the public and press are excluded from this meeting.

**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**

**26/7EmpCom Apologies**

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

**26/8EmpCom Declarations of Interest**

No declarations were declared.

**26/9EmpCom Public Questions**

No public questions were received.

**26/10EmpCom 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.

**26/11EmpCom 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.

## **26/12EmpCom 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**

By virtue of paragraph(s) 1, 2, 3, 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

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