

CIVIC AFFAIRS

30 January 2013

6.00 - 6.45 pm

Present: Councillors Boyce (Chair), Rosenstiel (Vice-Chair), Marchant-Daisley, Herbert and Benstead

Officers Present:

Chief Executive – Antoinette Jackson
Head of Human Resources – Deborah Simpson
Head of Legal Services – Simon Pugh
Democratic Services Manager – Gary Clift
Electoral Services Manager – Vicky Breeding
Committee Manager – Martin Whelan

FOR ADOPTION BY THE COUNCIL**13/6/CIV Pay Policy Statement 2013/14**

The committee received a report from the Head of Human Resources setting out a draft Pay Policy Statement for 2013/14. The Localism Act requires the Council to approve and publish a pay policy statement by 31 March each year. The Committee was asked to recommend the pay policy statement to the full Council on 21 February.

The Head of Human Resources drew the Committee's attention to recommendations made by the Strategy and Resources Scrutiny Committee regarding the adoption of a "living wage" policy for staff and agency workers. The full Council would consider these on 21 February.

Councillor Herbert expressed concern that there were examples at other authorities of significant redundancy payments being made to senior officers who then were promptly re-engaged elsewhere in the public sector. Councillor Herbert noted that redundancy payments were only repayable in these circumstances if an officer takes up a post with another body covered by the local government redundancy rules. Councillor Herbert asked whether there was scope to change these rules to require repayment by employees re-engaged in the public sector within a longer period. The Head of Human Resources said that she would investigate the scope for local discretion and write to Councillor Herbert.

Councillor Herbert also suggested that the section of the pay policy statement dealing with tax avoidance should be strengthened. He suggested that member approval should be needed before the Council contracted with a consultant through a company, where the company arrangement was designed to avoid tax. The Head of Human Resources agreed to report further to the committee on the scope for further measures to discourage tax avoidance.

Resolved (5 votes to 0) to recommend to the Council:

- i. To approve the Living Wage proposals as part of the Pay Policy Statement 2013/14.
- ii. To approve the draft Pay Policy Statement 2013/14 attached as Appendix 1 of the committee report, with the inclusion of proposals relating to the Living Wage as recommended by the Civic Affairs Committee.

Please note:

For ease of reference, the Pay Policy Statement at Appendix 1 of the attached committee report is a final version incorporating the proposals relating to the Living Wage as recommended by the Civic Affairs Committee.

- iii. To note the request for a briefing note on the options for extending the period between redundancy and re-engagement within the public sector, which would require repayment of redundancy payments.
- iv. To note the request for a report on the scope for further measures to discourage tax avoidance arising from the employment of consultants through companies.