

**CIVIC AFFAIRS**

14 February 2018  
6.00 - 7.15 pm

**Present:** Councillors McPherson (Chair), Benstead (Vice-Chair), Gawthrop, Holt, O'Connell and Robertson

<b>RECOMMENDATION TO COUNCIL</b>
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**Draft Pay Policy Statement 2018/19**

The committee received a report from the Head of Human Resources which sets out a draft Pay Policy Statement as required under the Localism Act.

**Resolved (unanimously) to:**

- i. Recommend to Council the draft Pay Policy Statement 2018/19 attached as Appendix 1 of the Officer's report.
- ii. Recommend to Council the proposal to introduce a Cambridge Weighting to be paid to employees and agency workers earning less than £10 per hour, with effect from April 2018.
- iii. Recommend to Council to delegate authority to the Head of Human Resources to update the weightings on each relevant pay point, subject to the limit of £10 per hour, depending upon the current hourly rate and the Real Living Wage supplement payable at that time.
- iv. Note the position on the National Joint Council (NJC) pay offer which relates to Bands 1-11 of the City Council's pay scales, the national Chief Executive pay claim, and the national Chief Officer pay claim (relating to Strategic Directors and Heads of Service) and to receive an update at the meeting.
- v. Recommend to Council to delegate authority to the Head of Human Resources to update the Pay Policy Statement 2018/19 should an NJC and/or Chief Executive and/or Chief Officer pay award be agreed.