

**CIVIC AFFAIRS**

30 January 2019

5.30 - 6.30 pm

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

Other Councillor Present: Councillor Moore, Executive Councillor for Environmental Services and City Centre

**Officers:**

Chief Executive: Antoinette Jackson

Head of Finance: Caroline Ryba

Head of Human Resources: Deborah Simpson

Head of Shared Waste: Trevor Nicoll

Interim Deputy Head of Finance: Ken Trotter

Business Development Manager: Tony Stead

Support Services Manager: Karl Tattam

Committee Manager: James Goddard

**Others Present:**

Ernst & Young External Auditor: Suresh Patel

**FOR THE INFORMATION OF THE COUNCIL****19/7/Civ Draft Pay Policy Statement 2019/20 and Implementation of 2019 Pay Award**

The Committee received a report from the Head of Human Resources.

The report set out a draft pay policy statement as required under the Localism Act. The Localism Act requires the Council to have considered, approved and published a pay policy statement for each financial year. This must be approved by Full Council and be in place by 31 March each year.

**Unanimously resolved to:**

- i. Recommend to Council the draft Pay Policy Statement 2019/20 attached as Appendix 1.
- ii. Note the position on the consultation with Unison members on the proposed pay scale changes, and to receive an update at the Civic Affairs meeting.

- iii. Recommend to Council the proposal to introduce the proposed changes to the Council's pay scale with effect from April 2019, attached in Appendix 2 of the Officer's report and to delegate authority to the Head of Human Resources to implement the changes to the Council's pay scale.
- iv. Agree the renaming of the previous grade of JNC1 as 'Head of Service'.

The meeting ended at 6.30 pm

**CHAIR**