

**CIVIC AFFAIRS**

29 January 2020

5.30 - 6.15 pm

**Present:** Councillors McPherson (Chair), Sargeant (Vice-Chair), Chadwick, Dalzell, Davey and Thornburrow

**FOR ADOPTION BY THE COUNCIL****20/6/Civ Draft Pay Policy Statement 2020/21**

**Unanimously resolved** to recommend to Council:

- i. the draft Pay Policy Statement 2020/21 attached as Appendix 1 of the Officer's report.
- ii. to delegate authority to the Head of Human Resources to update the Pay Policy Statement 2020/21 should a chief executive and/or chief officer and/or NJC pay award be agreed.
- iii. that a pay award mechanism is introduced with effect from 1 April 2020 for staff on Cambridge Live terms and conditions of employment, based on comparison to the NJC pay award and authority is delegated to the Head of Human Resources to implement any future pay awards, following consultation with the Chief Executive and Executive Councillor for Finance and Resources.

The Committee also unanimously agreed:

- iv. To note an oral update regarding any progress on national pay awards for chief executives or chief officers or employees covered by the NJC, with effect from 1 April 2020.
- v. To note that a review of senior officer salaries has been undertaken in 2019 and that no change to the current pay levels of the Chief Executive, Strategic Directors and Heads of Service was recommended as a result of that review.
- vi. To ask the Head of Human Resources to undertake a further review of the Chief Executive pay level in 2020 and to include reference to this review in the Draft Pay Policy Statement 2020/21.