

Minutes of Personnel

Meeting Date: Wednesday, 13 January 2021, starting at 6.30 pm
Present: Councillor R Elms (Chair)

Councillors:

S Bibby	R Bennett
S Atkinson	D O'Rourke
D Berryman	J Schumann
S Rainford	

In attendance: Chief Executive and Head of Human Resources

902 APOLOGIES FOR ABSENCE

There were no apologies for absence.

903 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on the 16 September 2020 were approved as a correct record and signed by the Chairman.

904 DECLARATIONS OF PECUNIARY AND NON PECUNIARY INTERESTS

There were no declarations of pecuniary or non-pecuniary interest.

905 PUBLIC PARTICIPATION (IF ANY)

There was no public participation.

906 REPORTS FROM REPRESENTATIVES ON OUTSIDE BODIES (IF ANY)

There were no reports from Representatives of Outside Bodies.

907 PAY POLICY STATEMENT 2021/2022

In accordance with the Localism Act 2011, the Director of Resources submitted a report reviewing the Council's Pay Policy Statement.

Members were reminded that to ensure transparency as to how pay and remuneration was set by the Council, it was a legal requirement for public sector organisations to publish their Pay Policy Statement on an annual basis.

The Pay Policy Statement sets out the existing approach to the remuneration of all posts within the Council. In particular, it specifies certain mandatory requirements that must be detailed within the policy.

Members were informed that minor corrections would be made to the Statement before it was submitted for approval at the Council meeting.

***** RESOLVED THAT COMMITTEE**

Recommended that the Pay Policy Statement for 2021/2022 be submitted for approval by Council at its meeting on 2 March 2021.

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PUBLIC SECTOR EXIT PAYMENT REGULATIONS

The Director of Resources submitted a report informing Members of the enactment of the Public Sector Exit Payment Recovery Regulations.

The report noted that the 'Restrictions of Public Sector Exit Payment Regulations 2020' came into effect on 4 November 2020. This regulation placed a cap of £95,000 on any exit payments made to any employees leaving employment or vacating office from the Council.

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EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That by virtue of the fact that the following item of business be exempt information under paragraph(s) 1 of Part 1 of Schedule 12A of the Local Government Act 1972 the press and public be now excluded from the meeting.

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GENERAL STAFFING UPDATE

The Director of Resources submitted a report informing Members of general staffing matters since the last committee meeting. The report included information on appointments and resignations, internal movements, establishment changes, acting up payments and retirements.

Further information was requested for future reports to include; overall vacancies, vacancies on hold and actions being taken to improve recruitment.

RESOLVED THAT COMMITTEE

1. Approved the decisions taken by the CMT and Chairman as outlined in the report,
2. Approved the procedure for determining Acting Up payments as outlined at Section 6.5 of the report, and
3. Ask the Chief Executive to write letters of thanks to those staff retiring/leaving the authority where appropriate

The meeting closed at 6.52 pm

If you have any queries on these minutes please contact the committee clerk, Mike Hill mike.hill@ribblevalley.gov.uk.