

Employment Committee

Minutes of the remote meeting held on Tuesday 23 March 2021 at 6.00pm, which was broadcast live via the Council's YouTube Channel.

Present: Councillor Margrave (Chairman); Councillors Day, B Gifford, Hales, Jacques, Kennedy, Kohler, Mangat, Tangri, Tracey and Wright.

The Chairman explained that Item 5 on the agenda, Warwick District Council and Stratford District Council Joint Working, had been postponed at the request of Unison, to allow its members to be consulted.

22. **Apologies and Substitutes**

There were no apologies made

23. **Declarations of Interest**

Minute Number 25 – Pay Policy Statement 2020-21

Councillor Gifford declared an interest during discussions on this item because he was Vice-Chairman of the Warwickshire Pension Fund.

24. **Minutes**

The minutes of the meeting held on 16 February 2021, was taken as read and signed by the Chairman as a correct record.

25. **Pay Policy Statement 2020-21**

The Committee considered a report from Human Resources which presented the Council's Pay Policy Statement for 2020-2021 as required under the Localism Act 2011, Chapter 20, Part 1 Local Government, Chapter 8 Pay Accountability. It set out the Authority's policies for the financial year relating to the remuneration of chief officers, the remuneration of the lowest paid employees and the relationship between the remuneration of its chief officers and its employees that were no chief officers.

It gave a definition of chief officers and lowest paid employees and covered different elements of remuneration and outlined the guidelines and policies that governed remuneration.

The report stated that the measures that Warwick District Council had undertaken to combat low pay had resulted in an incrementally decreasing ratio of highest to lowest earnings that was well within the tolerances recommended by the Hutton report (20x).

Appendix 1 to the report was the Pay Policy Statement for 2020/21. This had to be prepared on an annual basis beginning with 2012-2013 financial year and each subsequent year as set out in the Localism Act 2011. It was therefore a legal requirement that the report was made.

The Senior HR Business Partner explained that the percentage arrived at on the pension calculation was set by an actuary acting on behalf of Warwickshire, who assessed the size of the fund and therefore the contribution employers should make to the scheme. Employee contributions were set according to their earnings, with those on higher earnings contributing more.

Members were informed that no comparisons had been made with Stratford-on-Avon District Council, but this would have to be done at some point as both Councils moved towards a merger.

Recommended to Council that it:

- (1) approves the Pay Policy, Appendix 1 to the minutes, and its publication for the 2020-21 financial year; and
- (2) agrees to the publication of the approved Pay Policy Statement on an annual basis with reviews and amendments in-year if required, subject to agreement at Council.

26. **Public and Press**

Resolved that under Section 100A of the Local Government Act 1972 that the public and press be excluded from the meeting for the following items by reason of the likely disclosure of exempt information within the paragraph of Schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006, as set out below.

Minute Numbers	Paragraph Numbers	Reason
27	1	Information relating to an individual
27	2	Information which is likely to reveal the identity of an individual
27	3	Information relating to the financial or business affairs of any particular person (including the authority holding that information)

27. **Minutes**

The confidential minutes of the meeting held on 16 February 2021, was taken as read and signed by the Chairman as a correct record.

(The meeting ended at 6.18pm)

CHAIRMAN
26 April 2021