

Meeting of the Employment Committee

Wednesday, 27 January 2021,
10.00 am



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Meeting held virtually, via Skype

Committee Members present

Councillor Jacky Smith (Chairman)
Councillor Annie Mason (Vice-Chairman and Cabinet Member for Communities)

Councillor Kelham Cooke (The Leader of the Council)
Councillor Barry Dobson (The Deputy Leader of the Council)
Councillor Anna Kelly
Councillor Paul Wood

Officers

Karen Bradford (Chief Executive)
Gary Smith (Strategic Director Commercial and Operations)
Elaine Pepper (Head of HR and Organisational Development)
Neil Moverley (Senior HR Officer)
Shelley Thirkell (Acting Principal Democratic Officer)
Naomi Page (Democratic Officer)

7. Register of attendance, membership and apologies for absence

Apologies for absence were received from Councillor Adam Stokes.

Following a register of attendance, it was confirmed that the remainder of the Committee were present.

8. Disclosure of interests

There were none.

9. Minutes of the meeting held on 23 September 2020

The Committee received the minutes of the meeting held on 23 September 2020. Following a vote, it was agreed that they were an accurate record.

Members noted that they were disappointed that actions noted within the minutes of the last meeting had not been actioned:

- *A further breakdown of absence statistics to be provided at the next meeting, including a wider range of absence types and a breakdown by age and gender.*
- *The completion rate of return to work interviews to continue to be monitored by the HR Team.*
- *An action plan to be developed for managing levels of absence within the Council and presented at the Committee's next meeting.*

The Head of HR and Organisational Development offered an apology to Members of the Committee and confirmed that a standing item would be added to agendas, going forward.

10. Exclusion of the press and public

Following a discussion Members determined that to fully consider Agenda Item 4, Recruitment: Assistant Director Commercial and Operations, it would be likely that information relating to specific individual or may reveal their identity. The Chairman proposed that Members resolve to discuss the matter in private session, excluding both Press and Public.

The proposal was seconded, following a vote it was agreed unanimously.

DECISION:

That the press and public be excluded during discussion of the following agenda item because of the likelihood that information that is exempt under paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972 (as amended) would be disclosed to them.

11. Recruitment: Assistant Director Commercial and Operations

The Committee received a report on the recruitment of the Assistant Director Commercial and Operations.

Members considered the report and the recommendations we proposed and seconded. Following a vote, the recommendations were agreed unanimously.

12. Street Scene Frontline Salaries 2021/22

(10:27 - Members agreed to enter public session to consider the remaining agenda items.)

The Strategic Director, Commercial and Operations presented a report on Street Scene Officers' Pay.

It was explained to Members that in 2020/21 a benchmarking exercise was conducted on the terms and conditions and working practices of Officers within the Street Scene Teams. It had been identified that Operatives within the Street Scene

Teams were the lowest paid within Lincolnshire, looking at comparable roles in other Lincolnshire Authorities. It was recommended to Cabinet in September 2020 that a 5% market supplement and budget adjustment be paid to Street Scene Officers, for the remainder of the 2020/21 financial year. The proposal to the Employment Committee was that the current arrangement be continued, until a wider organisational pay review could be undertaken.

It was highlighted that many of the Street Scene Officers were identified as Key Workers during the Covid-19 Pandemic and continued to work throughout lockdown measures. From March to September 2020, Street Scene Operatives; drivers, supervisors and depot administrative staff received a temporary £10 a day attendance allowance, as recognition of their dedication and the importance of their role to continue this critical public service during the pandemic.

The Committee were asked to endorse the 5% market supplement, which would remain in place until the organisational pay review had been undertaken. Funds had been budgeted to cover the supplement, raising Street Scene pay in line with neighbouring authorities.

Members queried if the benchmarking exercise which brought the proposal had been identified due to the pandemic, or if it had been programmed as part of HR's work programme. Members were advised that the pandemic and subsequent lockdowns had brought the matter into focus and was actioned shortly thereafter.

Committee Members all agreed that Street Scene Operatives were a vital support to the Council and market supplement would help demonstrate this. The Committee welcomed a corporate pay review.

The recommendation was proposed and seconded, following a vote it was agreed unanimously.

DECISIONS:

- 1. That the 5% market supplement, that is currently in place for Street Scene roles, continue as an interim arrangement until the organisation wide pay review is undertaken, as identified in the Corporate Plan.**
- 2. It was noted that the organisation wide pay review was due to be undertaken by March 2022.**

13. Pay Policy Statement 2021-22

The Leader of the Council presented to the Committee a report on the Council's Pay Policy Statement 2021/22.

The Pay Policy Statement was a requirement of the Localism Act 2011. The statement summarised current policies and arrangements in place, which related to pay, as such is a statement of fact. Full Council receive a copy annually for approval, as part of the budget setting process.

Members reviewed the document and thanked officers for ensuring the legislative requirement had been fulfilled.

The recommendation was proposed and seconded, following a vote it was agreed unanimously.

DECISION:

That the Employment Committee agreed the Pay Policy Statement 2021/22, to be submitted to full Council for final approval.

14. Work Programme

The Committee noted the Work Programme and requested that the following be added, as standing items:

- A further breakdown of absence statistics including a wider range of absence types and a breakdown by age and gender.
- The completion rate of return to work interviews to continue to be monitored by the HR Team.
- An action plan to be developed for managing levels of absence within the Council and presented at the Committee's next meeting.

15. Any other business, which the Chairman, by reason of special circumstances, decides is urgent

The Chairman thanked Members and Officers for their attendance at the meeting.

It was noted that the Council would soon welcome the newly appointed Deputy Chief Executive and that the Chief Executives Annual Appraisal was progressing well.

Members of the Committee expressed some concerns over the receipt of Committee documentation and requested that the Chief Executive look into the matter.

16. Close of Meeting

The Chairman closed the meeting at 11:00.