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Chairman and Members of the
Human Resources Committee

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Date: 16 January 2012

cc. All other recipients of the Human
Resources Committee agenda

Dear Councillor

HUMAN RESOURCES COMMITTEE - 11 JANUARY 2012

Please find attached the following reports which were marked "to follow" on the agenda for the above meeting:

5. Pay Policy Statement 2012/13 (Pages 3 - 4)

Please bring these papers with you to the meeting next Wednesday

Yours faithfully

Lorraine Blackburn
Committee Secretary
Democratic Services
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MEETING : HUMAN RESOURCES COMMITTEE
VENUE : COUNCIL CHAMBER, WALLFIELDS, HERTFORD
DATE : WEDNESDAY 11 JANUARY 2012
TIME : 3.00 PM

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Pay Policy Statement

To reflect some later DCLG guidance, and take account of some later information the following changes to the Statement as attached to the Committee report are proposed

Page 19

Replace the paragraph starting “Pay for all three groups..” with

“Pay of the Chief Executive and Chief Officers was last increased in April 2008 and of other staff in April 2009. The Council will apply any settlement reached in respect of April 2012 but is currently budgeting for a nil increase. The current expectation is that the next increases will be a 1% increase in each of 2013 and 2014 both of which will be offset by an equal reduction in respect of the local award.”

Page 22

At the end of the paragraph starting with “ The Council has a single redundancy scheme ...” add

“Where termination of employment is subject to a compromise agreement that agreement may include a negotiated payment in exchange for which the employee undertakes not to pursue claims against the Council. The Chief Executive or relevant Director in respect of other employees and the Human Resources Committee in respect of the Chief Executive or a Chief Officer shall only approve such payments where having regard to all the circumstances of the case and in particular the potential costs of alternative action and after taking appropriate advice they determine the sum involved is reasonable.”

Page 23

At the end of the paragraph ending with “...Returning Officer payment add “(see report to Council February 2007) 2

At the end of the first paragraph under the section headed “Pay Floor “ add

“This definition of lowest paid is used to capture a meaningful number of employees avoiding distortions of a lesser number or an extended group such as lowest quartile which would require excessive averaging”

Delete the table and substitute the table below which is a more up to date following completion of appointments to the new Revenues and Benefits shared service structure.

Grade	Minimum £	Maximum £	Mid point £	Number of employees in the grade band ***
1/2	12,489	16,830	14,886	5.54
3	15,725	19,126	16,995	43.41
4	16,830	20,858	18,789	17.42
5	19,126	23,708	21,188	76.14
6	20,858	26,276	23,333	23.99
7	23,708	29,236	26,664	34.07
8	27,849	31,754	29,623	30.70
9	29,236	33,661	31,302	32.93
10	34,549	38,961	36,759	23.15
11	36,313	40,741	38,501	14.22
12	40,741	50,424	45,849	3.50
Total				305.07