

MINUTES OF A MEETING OF THE
HUMAN RESOURCES COMMITTEE HELD
IN THE ROOM 27, WALLFIELDS,
HERTFORD ON WEDNESDAY 24
FEBRUARY 2016, AT 4.40 PM

PRESENT: Councillor C Woodward (Chairman)
Councillors S Cousins, I Devonshire,
J Goodeve, P Ruffles and M Stevenson

OFFICERS IN ATTENDANCE:

Lorraine Blackburn	- Democratic Services Officer
Emma Freeman	- Head of Human Resources and Organisational Development
Liz Watts	- Chief Executive

597 **PAY POLICY STATEMENT 2016/17**

The Head of People and Organisational Services submitted a report on the Pay Policy Statement 2016/17 which needed to be annually approved and published under Sections 38 to 43 of the Localism Act 2011. She provided a summary of the report now detailed.

Members were advised that the report had been considered and supported by the Local Joint Panel at its meeting on 24 February 2016.

In response to a query, the Head of People and Organisational Services provided clarification in relation to the definition of “allowances” and reimbursement of “expenses” incurred by employees.

The Committee supported the report and recommended to Council, approval of the report as detailed.

RECOMMENDED – that the Pay Policy Statement

for 2016/17 as detailed, be approved.

(see also Minute 600)

598 MINUTES

RESOLVED - that the Minutes of the Meeting held on 13 January 2016 be confirmed as a correct record and signed by the Chairman.

599 CHAIRMAN'S ANNOUNCEMENTS

The Chairman explained that it had been necessary to convene an additional meeting of Human Resources Committee in order to consider the verbal recommendations of the Local Joint Panel in relation to the Senior Management Pay Proposals and the Pay Policy Statement 2016/17. The Chairman stated that the Pay Policy Statement 2016/17 needed annual approval by Council.

600 LOCAL JOINT PANEL - MINUTES OF THE MEETING:

The Chairman explained that as the meeting of the Local Joint Panel had taken place in advance of this Human Resources Committee, Officers would be reporting verbally on the recommendations of that Panel.

It was noted that the Minutes of the Local Joint Panel held on 24 February 2016 would be formally reported to HR Committee on 20 April 2016.

(see also Minutes 597 and 601)

601 SENIOR MANAGEMENT PAY PROPOSALS

The Head of People and Organisational Services submitted a report on senior management pay proposals following a senior management restructure.

The Committee considered and approved the verbal recommendations made at the Local Joint Panel meeting held on 24 February 2016.

RESOLVED – that (A) the pay scales for Grade 12 be approved and pay increments for Grade 13 and Directors be made on the basis of performance rather than time-served increments;

(B) the Council’s S151 Officer, Monitoring Officer and the Head of Paid Service be given a payment of £5,000 per year; and

(C) Officers on Grade 13 and above be restricted from participating in the Flexi-time scheme.

(see also Minute 600)

The meeting closed at 4.42 pm

Chairman
Date