

# **MINUTES OF MEETING Staffing and Remuneration Committee HELD ON Monday, 21 February, 2022, 7.00 - 7.25pm**

## **PRESENT:**

**Councillors: Dhiren Basu (Chair), Charles Adje, Julie Davies, and Paul Dennison**

## **ALSO ATTENDING:**

**Dan Paul (Chief People Officer), Karen Gooday (Head of Employment, Reward & Transformation), Fiona Rae (Acting Committee Co-ordinator), and Jack Booth (Principal Committee Co-ordinator)**

### **1. FILMING AT MEETINGS**

The Chair referred Members present to agenda Item 1 as shown on the agenda in respect of filming at this meeting, and Members noted the information contained therein.

### **2. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)**

Apologies for absence were received from Councillor Bull.

### **3. URGENT BUSINESS**

None.

### **4. DECLARATIONS OF INTEREST**

None.

### **5. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS**

None.

### **6. MINUTES**

**RESOLVED** that the minutes of the meetings held on 2 December 2021 and the minutes of the special meetings held on 2 December 2021, and 20 January 2022, be approved.

### **7. PARENTAL LEAVE, ORGANISATION CHANGE, AND MENOPAUSE POLICIES**

Dan Paul, Chief People Officer, introduced the report as set out.

A Committee member commented that the three policies were welcome and ensured that the Council was becoming an excellent employer. Another Committee member followed up that all the policies had been updated in line with previous discussion at Committee.

In response to questions from the Committee it was noted that:

- Changes to legislation meant that the Council would need to update the necessary policies. The Council was typically made aware of any changes to legislation that would affect statutory policies; therefore, any updates could be brought to this Committee.
- 18-month pay protection was slightly above average, the median was 15 months. This meant that this was in-line with other local authorities.
- It was noted that the current Consultant Policy was out of date, and it was recommended to the Committee to discontinue the policy. This policy was already covered by the Agency Worker Appointment Guidance which sat under the Recruitment Policy. The Chief People Officer said that he would circulate both the guidance document and the Recruitment Policy to members. He emphasised that the difference between guidance and policy was that guidance gave officers more detail about how a policy works.

Committee members felt that it would be useful to consider at the next meeting if a separate policy was needed to accompany the Agency Worker Appointment Guidance, as well as considering the discontinuation of the Consultant Policy.

**RESOLVED** that the Parental Leave, Organisational Change, and Menopause Policies were approved.

## **8. NEW ITEMS OF URGENT BUSINESS**

None.

## **9. EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED** that the press and public be excluded for the remainder of the meeting as agenda item 16 contained exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the local Government Act 1985), paragraphs 1 and 2.

## **10. EXEMPT MINUTES**

**RESOLVED** that the exempt minutes of the meeting held on 2 December 2021, and 20 January 2022 be approved as a correct record.

CHAIR: Councillor Dhiren Basu

Signed by Chair .....

Date .....