

EMPLOYMENT PANEL

MONDAY 14 JANUARY 2013 T 2.00PM

PRESENT: Councillor Glover (Chairman), Councillors Atkinson P, Hendry, Mallinson J, Mitchelson and Weber.

OFFICERS: Town Clerk and Chief Executive
HR Manager

EMP.01/13 APOLOGIES FOR ABSENCE

No apologies for absence were submitted at the meeting.

EMP.02/13 DECLARATIONS OF INTEREST

Councillor Weber declared a registrable interest in accordance with the Council's Code of Conduct in respect of agenda item A.1 – Living Wage. The interest related to the fact that his son was employed on a casual basis periodically.

EMP.03/13 MINUTES OF PREVIOUS MEETING

RESOLVED – That the minutes of the meeting held on 3 December 2013 be agreed as a correct record of the meeting and signed by the Chairman.

EMP.04/13 LIVING WAGE

The HR Manager submitted report RD.63/12 providing further information, as requested by the Panel, on the implications of applying the Living Wage to casual employees and Apprentices.

The HR Manager reminded the Panel of their decision of the 3 December 2012 and provided Members with details of the feedback received to the consultation exercise. Staff and Trade Unions had been offered the opportunity to comment on the proposed changes; of the limited feedback received all had been in favour of the proposals and one had asked why Casuals could not be involved.

She reported that the Council had three Apprentices and she outlined their current terms which were in line with the Apprenticeship Framework Agreement. Members had asked officers to consider a proportional payment to apprentices. That was not possible based on age because of age discrimination legislation. The only risk free option to pay above the current apprentice rate would be to carry out a job evaluation on each apprentice as a separate job. That would be very time consuming and would prove difficult because of the varying rates of development of individuals. It would also require either a change to the apprentice pay rates of inclusion or lower pay points on the new structure.

The HR Manager explained the circumstances regarding the use casual employees and reported that, by law, casuals must be paid at least the minimum wage for their age. In addition, they must be given paid holidays in line with the Working Time Directive. The Council did that by increasing their hourly rate by 10.73% which would mean that to pay casuals the Living Wage they would be paid £8.25 per hour. Additionally casuals would be eligible to join the local government pension scheme from April 2013; however that had the potential to

increase the employers costs from 13.8% to 22.2%. Based on current usage of casual employees the additional cost of paying all casuals the Living Wage would be £22,656 per year.

The HR Manager explained the options available with regard to applying the Living Wage apprentices and casual employees and highlighted the considerations that would need to be taken into account when reaching a decision.

The Panel thanked Officers for their work and advice on the matter which would lead to a sound policy change.

RESOLVED – 1) That the revised pay structure for contracted staff be approved to begin from 1 April 2013.

2) That the current arrangements for Casuals and Apprentices remuneration continue due to the reasons set out in paragraphs 3.4, 4.7 and 4.8 of report RD.63/12.

EMP.05/13 POLICY STATEMENT ON PAY FOR SENIOR OFFICERS

The HR Manager submitted report RD.64/12 containing the Policy Statement on Pay for Senior Officers.

The HR Manager reported that Section 38 (1) of the Localism Act 2011 required Authorities to produce a pay policy statement for the Chief Executive and Chief Officers and to review it annually.

She reminded the Panel that the Council had agreed the pay policy statement for 2012/13 in March 2012 and the pay and associated benefits for Chief Officers and the Chief Executive had not changed since 1 April 2012. The current statement had been amended to remain valid for 2013/14.

RESOLVED – That the amended Policy Statement on Pay for Senior Officers be recommended to Council for approval.

(The meeting finished at 2:15pm)