

Agenda

Employment Committee

Wednesday, 31 March 2021 at 7.00 pm

Remote meeting via video link



This meeting will be held **remotely**. Committee Members will be provided with the details of how to connect to the meeting one day before the meeting.



Members of the public may observe the proceedings live on the Council's [website](#).

Members:

V. H. Lewanski (Chair)

C. M. Neame

M. A. Brunt

J. S. Bray

T. Schofield

Substitutes:

Conservatives: J. P. King and R. S. Turner

Residents Group: R. J. Feeney, N. D. Harrison and R. Harper

Mari Roberts-Wood
Interim Head of Paid Service

For enquiries regarding this agenda;

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Published 23 March 2021

1. Apologies for Absence and Substitutions

To receive any apologies for absence and notification of substitutes in accordance with the Constitution.

2. Declarations of Interest

To receive any declarations of interest.

3. Minutes

(Pages 5 - 8)

To receive and approve the Minutes of the meeting held on 15 December 2020.

4. Key Workforce Data for 2020/21 (Part-Year)

A summary report of the key workforce data to date for the financial year 2020/21.

(Report to follow)

5. PART EXEMPT - Verbal update on the recruitment of an Interim Strategic Head of Resources

RECOMMENDED that members of the Press and public be excluded from the meeting for this item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

- (i) it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act; and
- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

6. EXEMPT - Verbal update on the 2021/2022 Pay Negotiation

RECOMMENDED that members of the Press and public be excluded from the meeting for this item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

- (i) it involves the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of the Act; and
- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

7. EXEMPT - Discussion on recent Employment Committee Training / Member Training

RECOMMENDED that members of the Press and public be excluded from the meeting for this item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

- (i) it involves the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Act; and
- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

8. Any Other Urgent Business

To consider any item(s) which, in the opinion of the Chair, should be considered as a matter of urgency – Local Government Act 1972, Section 100B(4)(b).

Note: Urgent business must be submitted in writing but may be supplemented by an oral report.



Our meetings

As we would all appreciate, our meetings will be conducted in a spirit of mutual respect and trust, working together for the benefit of our Community and the Council, and in accordance with our Member Code of Conduct. Courtesy will be shown to all those taking part.



Streaming of meetings

Meetings are broadcast live on the internet and are available to view online for six months. A recording is retained for six years after the meeting. In attending any meeting, you are recognising that you may be filmed and consent to the live stream being broadcast online, and available for others to view.



Accessibility

The Council's agenda and minutes are provided in English. However, the Council also embraces its duty to anticipate the need to provide documents in different formats, such as audio, large print or in other languages. The Council will provide such formats where a need is identified prior to publication or on request.



Notice is given of the intention to hold any part of this meeting in private for consideration of any reports containing "exempt" information, which will be marked accordingly.

BOROUGH OF REIGATE AND BANSTEAD

EMPLOYMENT COMMITTEE

Minutes of a meeting of the Employment Committee held as a Remote - Virtual Meeting on 15 December 2020 at 7.00 pm.

Present: Councillors V. H. Lewanski (Chairman), C. M. Neame (Vice-Chair), M. A. Brunt, J. S. Bray and C. T. H. Whinney.

24. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

There were none.

25. DECLARATIONS OF INTEREST

There were none.

26. MINUTES

The minutes of the meeting held on 13 October 2020 were approved.

27. PAY POLICY STATEMENT 2021/22

The Executive Member for Corporate Policy and Resources, Councillor Lewanski, summarised the report and explained that the Pay Policy Statement 2021/22 included, inter alia:

- The aims of the Council's approach to pay and reward
- Chief Officer remuneration
- The Remuneration of its lowest paid employees plus the definition used for that group and the reason for adopting that definition,
- The relationship between Chief Officer remuneration and that of other staff
- The Council's commitment to paying a fair wage for all, regardless of employment status; and
- An assessment of the gender pay gap which showed that the Council was among a small percentage of organisations who, on average, paid women more.

RESOLVED: That the Employment Committee RECOMMEND to Council the approval of the Pay Policy Statement, for the year 2021/22.

28. EMPLOYMENT COMMITTEE TRAINING

The Head of Organisational Development advised the Committee that Member training on employment matters would be organised. The topics would include equality and diversity, discrimination, recruitment, the new restriction on public sector exit payments regulations, and settlement agreements.

Members endorsed the value of the training that had been delivered previously by the same trainer, and felt that an interactive session no longer than 3 hours, including a break, would be suitable - with a start time of 18:00. The invitation

Agenda Item 3

Employment Committee
15 December 2020

Minutes

should be circulated to all Members to encourage take-up, and an advance copy of the slides should be provided to those that accept the invitation.

The Interim Head of Paid Service thanked Members for their feedback, which would be discussed with the trainer, in order to establish a suitable date in the New Year.

29. EXEMPT - VERBAL UPDATE ON THE 2021/2022 PAY NEGOTIATION PROGRESS

RESOLVED that members of the Press and public be excluded from the meeting for this item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

- (i) it involved the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of the Act; and
- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Members received a verbal update on the 2021/2022 Pay Negotiation Process.

30. EXEMPT - VERBAL UPDATE ON THE ARRANGEMENTS FOR THE RECRUITMENT OF AN INTERIM STRATEGIC HEAD OF RESOURCES

RESOLVED that members of the Press and public be excluded from the meeting for this item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

- (i) it involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act; and
- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Members received a verbal update on the arrangements for the recruitment of an Interim Strategic Head of Resources.

31. ANY OTHER URGENT BUSINESS

There was none.

The Meeting closed at 7.29 pm