

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

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