

Time began: 10.30 am
Time ended: 11.30am

**Personnel Committee
4 August 2016**

Present Councillor Raju (Chair)
Councillors Barker, Froggatt, S Khan and Turner

Officers present David Cox – Team Leader Pay & Reward
Janie Berry - Director of Governance and Monitoring Officer
Jackie Waring – Democratic Services Officer

22/16 Apologies

Apologies for absence were received from Councillor Carr, Grimadell and Marshall

23/16 Late Items to be Introduced by the Chair

There were no late items.

24/16 Declarations of Interest

Cllr Froggatt declared that she was an activist in a union and claimed expenses.

25/16 Correction to Minutes of the Meeting held on 16 June 2016

Item 06/16 of the minutes of 16 June 2016

It was noted that there was a typing/admin error within these minutes which had, unfortunately been overlooked.

The minutes read that "TAs are **not** suffering a reduction in pay."
This minute should have stated "TAs are **now** suffering a reduction in pay."

It was noted that this error had caused significant upset and apologies had been expressed

Resolved to amend the minute with immediate effect.

26/16 Minutes of the Meeting held on 7 July 2016

The minutes of the meetings held on 7 July 2016 were confirmed as a correct record.

It was also confirmed that all the policies which Personnel Committee approved had been accepted by CJC. The Laptop, Desktop and Tablet Device Security Policy was still to be amended and would be brought to a future Personnel Committee.

27/16 Living Wage Commitment

The Committee considered a report of the Director of Governance and Monitoring Officer. The report stated that when Derby City Council launched its Employment Charter in May 2015 one of the aspirations was being committed to pay the Living Wage to all Council employees. Derby City Council was already committed to paying the Minimum Earnings Level (MEL) but did not meet the National Living Wage (NLW). It was therefore proposed to pay a short term supplement to employees at spinal column points 11 and 12, until a more permanent measure is in place.

It was acknowledged that schools would need to find the additional funding for paying any supplements to their staff. Discussion was held on the difficulties this would cause. It was also acknowledged that a more permanent option would need to be found as the pressures would increase year after year. This issue would need to be included in discussions on the MTFP. It was acknowledged that this would be a very complicated process.

Resolved to:

- 1. Agree to acknowledge Derby City Council's long term commitment to become a Living Wage Employer**
- 2. Agree to acknowledge the potential impact on Local Authority controlled school budgets.**
- 3. Note the Living Wage Foundation (LWF) and the supporting supplement from 1 October 2016 – 3 Members agreed this action, 1 was against.**
- 4. Note to include the future costs of LWF rate increases within the Council's MTFP for implementation in April of each year – 3 Members agreed this 1 was against.**
- 5. Note that investigations would be made for a permanent solution to replace the supplement by April 2018 – 3 Members agreed – 1 Member was against**

28/16 Exclusion of Press and Public

Resolved that under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting during discussion of the following item on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of the Act and that the public interest in maintaining the exemption outweighed the public interest in disclosing this information.

29/16 Pay and Reward Project Update

The Committee considered a report of the Director of Governance and Monitoring Officer on the Pay and Reward Project.

Resolved to note the report.

30/16 Temporary Agency Usage April to June 2016

The Committee considered a report of the Head of HR which presented figures on agency usage.

Resolved to

- 1. note the report.**
- 2. Make this item a standing item on the Personnel Committee agenda**

MINUTES END