

MINUTE EXTRACT

POLICY AND RESOURCES COMMITTEE

Wednesday, 15 February 2023

101 PAY POLICY 2023-2024

The Assistant Director for Human Resources/Organisation Development introduced the report of the Director of Resources which outlined the Pay Policy Statement 2023/24, which intended to provide transparency with regard to the Council's approach to setting pay by identifying the methods by which salaries of all employees were determined, the detail and level of the salary package of its most senior staff and the Head of Paid Services' responsibility for ensuring the provisions set out in the statement were applied consistently throughout the Council and recommending any amendments to Full Council.

It was clarified that the Council was a Real Living Wage payer but that some of its suppliers were in a different position, however the aspiration was for all contractors to pay the Real Living Wage with plans in place to achieve that. Following a query in relation to the performance management policy, an update on the policy was added to the Committee's work programme.

It was moved by Councillor Tom Anderson, seconded by Councillor Lesley Rennie, that Council be recommended to approve the Pay Policy Statement for the financial year 2023/2024, subject to an amendment to section 10.3 of the Pay Policy Statement to delete 'Chief Officer' and replace with 'Head of Service or above', and delete '£100,000' and replace with 'is statutory', so that it read 'Any payments upon termination in respect of a Head of Service or above is statutory, (apart from contractual payments, where the Council has no discretion) shall be subject to a vote at Council or relevant Committee or Panel of Members with delegated authority to approve such payments. Payments upon termination are subject to any legislative requirements or caps.'

The Committee discussed the implications of the motion and sought a way forward to enable further information to be provided. The Monitoring Officer advised that it was a statutory requirement to publish the Pay Policy Statement by 1 April 2023 and that there were no further scheduled meetings of Policy and Resources Committee prior to the final meeting of Council on 20 March 2023 in the current Municipal Year.

The Monitoring Officer suggested to the mover of the motion that the Pay Policy Statement be referred to Council for consideration as presented, and that the Director of Resources be requested to submit a further report to Policy and Resources Committee early in the new municipal year. The mover of the motion indicated the motion should remain as originally proposed.

The motion was therefore put to the vote and was lost (6:9).

Councillor Phil Gilchrist then moved that 'Council be recommended to approve the Pay Policy Statement for the financial year 2023/24, with the statement to remain

under review and dealt with at the earliest possible meeting in light of the facts presented.” This was seconded by Councillor Jo Bird.

The motion was put and agreed (unanimously). It was therefore –

Resolved (unanimously) – That Council be recommended to approve the Pay Policy Statement for the financial year 2023/24, with the Statement to remain under review and dealt with at the earliest possible meeting in light of the facts presented.