

REPORT OF HR COMMITTEE

(Meeting held on 23 November 2021)

1. PAY POLICY STATEMENT 2022/23 (MINUTE NO 28)

The HR Committee is recommending the adoption of the Pay Policy Statement for 2022/23.

The Localism Act 2011 requires councils to prepare a pay policy statement each financial year. The statement must set out the Council's policies for the financial year relating to the remuneration of its Chief Officers, the remuneration of its lowest paid employees and the relationship between the remuneration of its Chief Officers and other employees.

The current position with the national pay award is reflected within the HR Committee report and at the HR Committee meeting, the Leader of the Council confirmed that, as the situation is likely to remain unresolved for a while, he has asked the Chief Executive to reflect the additional 0.25% pay award to all applicable employees (i.e. non chief officers) within the December payroll.

RECOMMENDED:

That the Pay Policy Statement 2022/23 as set out in Appendix 1 of Report 6 of the HR Committee agenda, be approved.

2. CHANGE TO LOCAL TERMS OF CONDITIONS – SICKNESS ENTITLEMENT AND CONTINUOUS SERVICE (MINUTE NO 29)

The HR Committee, having considered the proposal, is recommending the recognition of continuous service when calculating sickness entitlement. The proposal is in line with the National Joint Council (NJC) guidance.

To remain competitive in a challenging employment market, this step is considered proportionate and in line with many other local authorities. Officers are satisfied that the Council's robust probation and sickness policies will pick up any issues that arise relating to sickness absence, during the probationary period.

RECOMMENDED:

That the proposal to recognise continuous service when calculating sickness entitlement, be approved.

3. DOMESTIC ABUSE SUPPORTING EMPLOYEES POLICY (MINUTE NO 31)

The HR Committee considered a suite of policies and guidance in relation to the support for employees in the context of domestic abuse and is recommending their adoption to the Council.

The policy and guidance has been discussed with the unions and has received the support of the Council's Executive Management Team and the Employee Side Liaison Panel.

Domestic abuse has risen quite dramatically during the pandemic. Many news stories cover this increase and Womens Aid has openly stated that there is an increased risk of harm and isolation during the pandemic.

To support the Policy itself, a guide to supporting Employees dealing with Domestic Abuse has been produced and a Workplace Support Checklist which may be used once an employee has confided in a manager.

Whilst the policy and guidance are operational and live working documents, the importance of tackling domestic abuse has raised the profile and it is considered appropriate for the Full Council to adopt the policy.

RECOMMENDED:

That the proposed policy and guidance notes as set out in Appendices 1-3 of Report 9 of the HR Committee agenda, be approved.

**COUNCILLOR E HERON
CHAIRMAN**