

REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 13 January 2017)

1. PAY POLICY STATEMENT 2017-18 (MINUTE NO. 17)

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 Committee has considered and supports the proposed Pay Policy Statement 2017-18 as set out in Appendix 1.

RECOMMENDED:

That the Pay Policy Statement 2017-18 as set out in Appendix 1, be approved.

2. INDUSTRIAL RELATIONS COMMITTEE – FUTURE ARRANGEMENTS (MINUTE NO. 18)

The Committee has considered recommendations from the Industrial Relations Committee that a new Employee Engagement Panel should be established in place of the Committee, with revised membership and operating procedures.

The Employer Side and the Employee Side had agreed that the way the Committee operated was not suited to the changing environment in which the Council now worked. Both sides considered that fresh arrangements should be put in place to provide an improved and more meaningful employee consultation mechanism, providing greater flexibility for employee participation.

The Cabinet also considered the issue at their meeting on 4 January and supports the proposals set out below.

RECOMMENDED:

That with immediate effect, the Industrial Relations Committee be discontinued and be replaced with the Employee Engagement Panel (EEP), with the following applying:

(i) ***That the terms of reference of the EEP be as set out in Appendix 2 to this report;***

(ii) ***That membership of the EEP be as follows:***

***4 Elected Members (+ four nominated substitutes)
2 Unison Representatives (+1 nominated substitute)
1 Unite Representative, (+1 nominated substitute)
1 Representative from GMB. (Can be substituted by GMB, UNISON or UNITE)***

(Elected Member appointments will be made by the Council on 20 February under item x of the agenda summons); and

(iii) That officers be authorised to make any consequential alterations to the Constitution.

3. FEES AND CHARGES 2017/18 (MINUTE NO. 20)

The Committee has considered the fees and charges for 2017/18 for the services which are the responsibility of the General Purposes and Licensing Committee.

RECOMMENDED:

That the fees and charges for 2017/18, as set out in Appendix 3, be approved.

**CLLR S J CLARKE
CHAIRMAN**

Attachment: Appendices 1 - 3