

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE HUMAN RESOURCES COMMITTEE

HELD AT 6.30 P.M. ON WEDNESDAY, 12 MARCH 2014

**ROOM MP701, 7TH FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE
CRESCENT, LONDON, E14 2BG**

Members Present:

Councillor Carlo Gibbs (Chair)
Councillor John Pierce
Councillor David Edgar
Councillor Peter Golds

Guest:

Mahbub Rahman - Communication Advisor

Officers Present:

Simon Kilbey – (Service Head, Human Resources and Workforce Development)
Robert McCulloch-Graham – (Corporate Director, Education Social Care and Wellbeing)
Meic Sullivan-Gould – (Interim Monitoring Officer)

1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Oliur Rahman, Shiria Khatun and Gloria Thienel, for whom Councillor Peter Golds was deputising.

2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTEREST

There were no declarations of disclosable pecuniary interest.

3. UNRESTRICTED MINUTES

RESOLVED

That the unrestricted minutes of the meeting of the Human Resources Committee held on 29 January 2014 be agreed and signed by the Chair, as a correct record of the proceedings.

4. REPORTS OF CORPORATE DIRECTOR, RESOURCES

4.1 Localism Act 2011 - Pay Policy Statement 2014/15

The report was introduced by Simon Kilbey – Service Head, Human Resources & Workforce Development. He stated that in accordance with the Localism Act 2011, the Council was obliged to adopt a Pay Policy Statement for each financial year. The proposed Pay Policy Statement for 2014/15 was similar to previous pay policy statements adopted for 2012/13 and 2013/14.

In previous years, the Department for Communities and Local Government had published supplementary guidance on pay policy statements. However, to date no such guidance had been published in respect of the 2014/15 Pay Policy Statement. In the event of supplementary guidance becoming available, after the Council had adopted the 2014/15 Pay Policy Statement, there was scope for it to be amended as appropriate.

The key changes in the 2014/15 policy were:

- A new ratio setting out the gap between the highest and lowest paid employee (non school)
- Data on the lowest paid employees had been updated to ensure that following any future increases in the London Living Wage, lowest paid employees would receive a pay increase to the nearest spinal point above the London Living Wage.
- The payment of additional market supplements would be reviewed periodically to ensure that these payments were only made in exceptional circumstances and complied with the Council's pay policy and equal pay requirements.

In response to questions and observations from Members, officer responded as follows:

- Pay and conditions for the majority of Council employees were agreed through the National Joint Council (for Local Government Services) or the Joint National Council (for Chief Officers)
- The Council had altered the pay structure for chief officers. Nevertheless, Trade Unions were consulted as a matter of course regarding all pay structures. Trade Unions were also routinely consulted in respect of job evaluations.
- There was no discussions with Trade Unions on posts beyond JNC Grades
- The ratio between the highest and lowest paid employee was narrowing and the number of service heads had been reduced from 32

to 24 in the last 3 years.

- A very robust business case had to be made for paying an additional market supplement and payments would be approved by the Head of Paid Service in consultation with the appropriate Service Head and Chair of the Human Resources Committee.

RESOLVED

1. That the draft pay policy statement for 2014/14 as set out in the report (with no changes) be endorsed and recommended to Council for adoption.
2. That in the event of minor changes to the pay policy statement being required in the light of future government guidance, authority be delegated to the Head of Paid Service in consultation with the Head of Human Resources & Workforce Development to make the necessary changes.
3. That in the event of fundamental changes to the pay policy statement being required in the light of future government guidance, the policy be referred back to the Human Resources Committee for further consideration.

5. EXCLUSION OF THE PRESS AND PUBLIC

A motion to exclude the public and press was passed in the unrestricted party of the proceedings.

6. FUTURE STRUCTURE OF ESCW AND UPDATE ON SENIOR MANAGEMENT POSITION.

Please refer to Part 2 minutes.

7. RESTRICTED MINUTES

Please refer to Part 2 minutes.

8. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

There were none.

The meeting ended at 8.10 p.m.

Chair, Councillor Carlo Gibbs
Human Resources Committee