



Rutland County Council

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Minutes of the **MEETING of the EMPLOYMENT AND APPEALS COMMITTEE** held on Tuesday, 16th July, 2019 at 8.15 pm

PRESENT: Mr K Bool Mrs S Harvey
Mrs K Payne Miss G Waller
Mr N Woodley

OFFICERS PRESENT: Miss C Snell Head of Human Resources
Mrs C Jarvis HR Manager
Mrs J Morley Governance Officer

134 APOLOGIES FOR ABSENCE

Apologies were received from Mr A Brown and Miss M Jones.

135 DECLARATIONS OF INTEREST

There were no declarations of interest.

136 MINUTES

The minutes of the Employment and Appeals Committee held on 27 March 2019, copies of which had been previously circulated, were confirmed and signed by the Chairman.

137 PETITIONS, DEPUTATIONS AND QUESTIONS

No petitions, declarations or questions from members of the public were received.

138 QUESTIONS FROM MEMBERS

No questions from members were received.

139 NOTICES OF MOTION

No notices of motion were received.

140 ANNUAL REPORT OF THE EMPLOYMENT AND APPEALS COMMITTEE

Report No.90/2019 was received from the Chairman of the Employment and Appeals Committee.

Mrs C Snell introduced the report, the purpose of which was to set out the work of the Committee in 2018-19 in an annual report which was in line with best practice.

During discussion the following points were noted:

- The style of HR Policies going forward would be based on key policy issues (in line with employment legislation and best practice) rather than day to day operational procedural matters.
- The experience, challenge and probity that the Committee brought was very much welcomed.
- Flexible retirement was a provision within the Local Government Pension Scheme which had been adopted by Rutland County Council. The policy enabled the Council and employees to have flexibility about managing early retirement and also enabled the Council to retain essential skills.
- The Committee had previously determined, and delegated to the Head of HR, amendments to policies in line with employment legislation changes. The Committee would be informed of these changes retrospectively by the Head of HR. However, the amount of employment legislation being passed had significantly reduced over the last couple of years.
- Members congratulated the HR team on the work done behind the scenes to put in place the new pay structure. Nationally there had been two years of lengthy negotiations but locally, agreement with the local unison branch had been reached very quickly and satisfactorily.
- There had been no dismissal appeals last year and no issues had been referred to Council.
- Members requested information on the Council's apprenticeships and the apprenticeship levy and Miss Snell confirmed that she would bring back a report to the Committee during this meeting cycle.

RESOLVED

The Committee:

1. **APPROVED** the Annual Report of the Employment and Appeals Committee.
2. **REQUESTED** that a report on apprenticeships be brought back to the Committee

141 GENDER PAY GAP

Report No.91/2019 was received from the Strategic Director for Resources.

Mrs C Snell introduced the report the purpose of which was to receive the Council's Gender Pay Gap data as at 31 March 2019 (ahead of the March 2020 publishing date) to enable an earlier assessment of trend/movement to the previous two reporting periods. The report also supplied comparator data with other authorities for 31 March 2018.

During discussion the following points were noted:

- The requirement to report on Gender Pay Gap had been brought in by the Government three years ago.
- The figures were dependent on the workforce and natural staff changes that consequently created movement around pay points.
- Appointment to roles was always based on merit.

RESOLVED

The Committee **NOTED** the Council's Gender Pay Gap data for 31 March 2019 and the commentary/comparison to our previous year's report.

142 ANY URGENT BUSINESS

No items of urgent business were received.

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The Chairman declared the meeting closed at 8.50pm

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