

**HUMAN RESOURCES COMMITTEE
HELD ON 16 JUNE 2021
(5.30 PM – 6.52 PM)**

PRESENT: Councillor Graham Swift in the Chair. Councillors Ed Darling and Christine Willoughby.

In Attendance: Steve Walmsley – Yorkshire and Humber Employers' Association

Late Arrivals: None

Early Departures: None

08/21 – **APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTES:**

Apologies for absence had been received from Councillor Sue Lumby and Councillor Zoe Metcalfe.

(5.30 pm)

09/21 – **DECLARATIONS OF INTEREST:** There were no declarations of interest.

(5.30 pm)

10/21 – **MINUTES:** The Minutes of the meeting of the Committee held on 20 May 2021 were approved as a correct record and signed by the Chair.

(Two Members voted for the minutes and there was one abstention.)

(5.31 pm)

11/21 – **EXEMPT INFORMATION:** Annex 1 Appendix 2 and 3 and Annex 2 to the report considered at Minute 15/21 were deemed to be exempt under paragraphs 1, 2 and 3 of Schedule 12 A to the Local Government Act 1972. Discussion on the item was, however, held in open session.

(5.32 pm)

12/21 – **PUBLIC ARRANGEMENTS – QUESTIONS:** There were no questions to consider under Standing Order 27.

(5.33 pm)

MATTER TO BE REFERRED TO COUNCIL FOR CONSIDERATION

13/21 – **REMUNERATION, RECRUITMENT AND RETENTION REVIEW (PAY AND REWARD) - SENIOR MANAGERS:** The Head of Organisational

Development & Improvement (HofODI) submitted a written report which presented the findings of the remuneration, recruitment and retention (pay and reward) for Senior Managers report (attached as Annex 1) produced by the Local Government

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Association (LGA) in partnership with Yorkshire and Humber Employers' Association (YHEA). The report also proposed some changes to the senior management structure in order to respond to some changing requirements and needs. The Chair welcomed Steve Walmsley of the YHEA who presented the report of behalf of the YHEA and LGA.

The report set out that in recent years the Council had experienced significant challenges in recruiting and retaining senior managers and there had been a trend in senior managers seeking employment in other public or private bodies. Anecdotally it was understood that this was in part down to salary levels and therefore it had been agreed to undertake a review of the pay and grading structure to ensure it was fit for purpose for the future. Paragraph 5.3 of the report set out the objectives of the review and paragraph 5.4 outlined what the LGA, in partnership with Yorkshire and Humber Employers Association, had been asked to review.

Section 6.1 to 6.4 of the report detailed the evaluation of all senior manager posts. The scheme, attached at Annex 1 - Appendix 1, had been specifically developed for senior manager posts in local government and met the expected standards of the Commission for Equalities and Human Rights and ACAS. Mr Walmsley highlighted the job evaluation, details of which could be found in Annex 1 Appendix 2. Exempt Annex 1 Appendix 3 contained the reasons behind the proposed maintaining of the current salary level for the Director of Harrogate Convention Centre. Section 7 outlined the proposed changes to the senior management structure including the removal of the Director of Community post and the proposed changes to the ICT Manager and Shared Head of ICT with City of York Council. Section 8 gave details of the consultation with senior managers and the engagement and consultation with the trade unions, the UNISON response was contained in paragraph 8.2.

The HofODI and Mr Walmsley then responded to questions from Members.

RECOMMENDED (UNANIMOUSLY):

That (1) the implementation of the proposed new pay and grading structure for senior managers based on the outcomes of the LGA senior manager job evaluation review as outlined in the report in Annex 1 with a target date for implementation 1 July 2021 be approved;

(2) the current salary level for the Director of Harrogate Convention Centre, for the reasons outlined within the exempt paragraph to the report be approved;

(3) the revised senior management structure attached in Annex 4 with a target date for implementation 1 July 2021 be approved;

(4) the in-year saving of £75k for 2021/22 is used to support delivering the objectives of the Council's People Strategy be approved;

(5) the amendments to the pay policy statement for 2021/22 be approved as set out at Annex 5; and

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(6) the Head of Legal and Governance be authorised to undertake the consequential changes to the scheme of delegation to recognise the removal of the Director of Community post.

(6.12 pm to 6.35 pm)