

SENIOR REMUNERATION SUB-COMMITTEE

Thursday, 5 December 2019

Minutes of the meeting of the Senior Remuneration Sub-Committee held at the Guildhall EC2 at 9.45 am

Present

Members:

Deputy Edward Lord (Chairman)
Sheriff Christopher Hayward
Tracey Graham
Deputy Jamie Ingham Clark
Jeremy Mayhew
Ruby Sayed
Alderman Sir David Wootton

Officers:

John Barradell	- Town Clerk and Chief Executive
Angela Roach	- Town Clerk's Department
Chrissie Morgan	- Director of Human Resources

1. APOLOGIES

Apologies were received from Keith Bottomley, Simon Duckworth, Kevin Everett and Catherine McGuinness.

2. MEMBERS DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF THE ITEMS ON THE AGENDA

There were no declarations.

3. MINUTES

The public minutes of the meeting held on 6 November 2019 were approved.

4. CITY OF LONDON PAY POLICY STATEMENT

The Sub-Committee considered a report of the Director of Human Resources concerning the City Corporation's Pay Policy Statement (PPS).

Members were advised that the proposed 2020/21 PPS was an updated version of the statement approved by the Establishment and Policy and Resources Committees and the Court of Common Council earlier in the year.

During more detailed discussion, amongst other things the following points were made:-

- It was suggested that the Sub-Committee be provided with a tracked changed version of the Pay Policy Statement proposed for 2020/21 (i.e. the

Statement showing the proposed changes from that agreed previously) to assist Members in making more informed comments;

- reference was made to the City Corporation's private and charitable functions which did not fall within the Localism Act. It was suggested that for the sake of clarity, the words "*and are outside the scope of the Act*" should be added at the end of the last sentence of paragraph 3 of the Statement;
- Members questioned whether it was possible to strengthen the Statement from a corporate governance perspective; whether it was necessary to include paragraph 16 as it did not relate to policy specifically and whether there ought to be a separate document that dealt with how the policy was implemented. The Town Clerk advised that corporate governance and charitable activities tended to be very prescriptive and therefore any reference to them would need to be considered carefully. Similarly, officers would need to check whether the creation of two separate documents would accord with the requirements of Localism Act;
- In response to questions relating to contribution pay, the application of Market Forces Supplements (MFS) and whether the current pay system was sufficiently flexible, the Director of HR explained the contribution pay process and eligibility for it. In relation to MFS payments, she referred to the purpose of such payments and the time limits associated with them once approved. She concluded by reminding Members that the City Corporation's pay negotiations fell outside the local government pay settlement and that it was instead based on local bargaining.

RESOLVED – That the report be noted and that:-

1. a tracked changed version of the proposed changes to the Pay Policy Statement for 2020 be circulated to Members for further comment; and
 2. it be recommended to the Establishment Committee that the words "*and are outside the scope of the Act*" should be added at the end of the last sentence of paragraph 3 of the Statement.
5. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**
There were no questions.
6. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**
There were no urgent items.
7. **EXCLUSION OF THE PUBLIC**
MOTION – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following item on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of the Schedule 12 A of the Local Government Act:-

Item Nos.

Paragraph(s) in Schedule 12A

8 - 11

1, 2 and 4

8. MINUTES

The non-public confidential minutes of the meeting held on 6 November 2019 were approved.

9. SENIOR MANAGEMENT GROUP REMUNERATION

The Sub-Committee considered and agreed a report of the Director of HR concerning Senior Management Group Remuneration.

10. MARKET COMPARISON FOR THE SENIOR MANAGEMENT GROUP

The Sub-Committee noted a report of the Director of HR concerning the benchmarking process for the Senior Management Group.

The Town Clerk withdrew from the meeting whilst the following item was considered.

11. APPRAISAL ARRANGEMENTS FOR THE SENIOR MANAGEMENT GROUP

The Sub-Committee considered a report of the Director of Human Resources concerning the appraisal arrangements for a member of the Senior Management Group.

The content of the report was noted, and it was agreed that the final version of the arrangements should be submitted to the Sub-Committee in the new year for information.

The meeting closed at 11am

Chairman

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