

Appointments Committee

Meeting held on Thursday, 17 February 2022 at 5.30 pm in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

Present: Councillor Hamida Ali (Chair);
Councillor Stuart King (Vice-Chair);
Councillors Jason Cummings, Ola Kolade and Callton Young

Also Present: Katherine Kerswell, Chief Executive;
Dean Shoesmith, Chief People Officer;
Stephen Rowan, Head of Democratic Services and Scrutiny

Apologies: Councillor Joy Prince

PART A

43/20 Apologies for Absence

Apologies for absence were received from Councillor Prince.

44/20 Disclosure of Interest

There were no disclosures of interests.

45/20 Urgent Business (if any)

There were no items of urgent business.

46/20 Pay Policy Statement 2022/23

The Committee considered the report of the Chief People Officer. During debate, Members noted that:

- i) From 1 November 2021, Chief Officers had been moved from spot salaries to a new pay grade structure;
- ii) That Full Council would be asked to approve the pay policy statement at its budget meeting;
- iii) That the Government had previously introduced an exit pay cap of £95,000 (including pensions strain) that had subsequently been revoked. The Government was reviewing that position;

- iv) That the pay ratio between the lowest and highest paid members of staff was 1:9 compared to a national local government average of 1:10; and
- v) That while the pay policy statement set out daily pay rates for senior interim staff, wherever possible such interim staff were appointed on fixed term contracts.

In consideration of the statement, Members noted that the Council's Constitution delegated authority to the Committee to determine in respect of severance packages, whether any severance package above the specified threshold of £100,000 should be referred to Full Council for decision.

The Committee requested that officers undertake research into options for how any such future severance packages can be presumed to be presented to Full Council for decision, while ensuring that there are no avoidable delays to exit processes and with specific regard to what information can be made available to all Councillors when considering any such decisions.

Following debate, the Committee **RESOLVED:**

- 1 To recommend to Council that it adopt the annual pay policy statement for 2022/23; and
- 2 That the Committee be presented with a report at a future meeting detailing options for the consideration of any severance packages above £100,000.

47/20 Exclusion of the Press and Public

Having been moved by Councillor Young and seconded by Councillor Jason Cummings, it was put to the vote and

RESOLVED:

That, under Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the remaining items of business on the grounds that it involved the likely disclosure of exempt information falling within paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended.

48/20 Extension of Temporary Chief Officer Appointments

RESOLVED that members of the Press and Public be excluded from the remainder of the meeting under Section 100A(4) of the Local Government Act 1972 on the grounds that: (i) it involved the likely disclosure of exempt information as defined in Paragraph 3 (Information relating to the financial or business affairs of any particular person (including the authority holding that information)) of Part 1 of Schedule 12A of the Act: and (ii) that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

The meeting ended at 6.08 pm

Signed:

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Date:

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