Shere Parish Council



HUMAN RESOURCES COMMITTEE

28th June 2023 - Tanyard Hall 30 Station Road, Gomshall GU5 9LF

MINUTES

Present: Councillors R Davey, C Carlisle, B Andrews and G Reffo. Clerk & RFO S Hoyland	
23/HR/1	Election of Chairman – Councillor C Carlisle Proposed R Davey, Seconded by Councillor G Reffo – Councillor R Davey Elected
23/HR/2	To accept apologies and reasons for absence in accordance with the Local Government Act 1972, s 85(1) (LGA 1972) – None
23/HR/3	Declaration of Disclosable Pecuniary Interests (DPIs) Declarations by Councillors on any of the agenda items below in accordance with The Localism Act 2011, ss.27-34 and the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012. (SI 2012 No. 1464) – None
23/HR/4	Minutes of previous meeting (Local Government Act 1972, Sch 12, para 41(1)) – Noted the minutes of the meeting on 23^{rd} January 2023 (approved at the full council meeting 9^{th} February 2023 item 22.120)
23/HR/5	SHORT ADJOURNMENT TO ENABLE THE PUBLIC TO ADDRESS THE COUNCIL – No members of the public were present
23/HR/6	<u>Pay Policy</u> – to review and consider recommending to council re-adoption – the pay policy was discussed and it was questioned if it was still appropriate to link pay to CPI, given the current financial crisis. It was Noted that CPI was at a similar level to last year and that the trend (although slowed) was on the downward trend. It was also Noted that the budget had been increased this year to accommodate the level of CPI. Councillors remarked that the increase would if agreed, be larger than other Government Employees, although the council has an independent pay policy. It was Agreed and Recommended to Full Council to readopt the current pay policy and review in January 2024
23/HR/7	Exclusion of Public and Press (Public Bodies Admission to meetings Act 1960) – Excluded the public and press for the following items:
23/HR/8	Staff appraisals (NALC Annual Staff Appraisal Form) – Received and Noted
23/HR/9	Salary Reviews – to review all salaries and make salary recommendations to Council, in accordance

National Joint Council for Local Government Services (NJC) pay scales 2022-23. April 2023-March

reviewed Pay Policy and noting CPI level

2024 current year not yet agreed, offer declined by unions The Following was Agreed and Recommended to Full Council:

with:

contract

23/HR/10	Non-consolidated payments for employees – to consider potential payments as per pay policy
	The Following was Agreed and Recommended to Full Council:



- 23/HR/11 Pension Contributions to consider level of Employer Contribution after discussion and local benchmarking it was Agreed to Recommend to Full council no change in the employer's pension contribution
- 23/HR/12 Date of next meeting: January 2024 at Tanyard Hall 30 Station Road, Gomshall GU5 9LF