

NORTHUMBERLAND COUNTY COUNCIL

STAFF AND APPOINTMENTS COMMITTEE

At a meeting of the **Staff and Appointments Committee** held in the Conference Room 2, County Hall, Morpeth on Thursday, 8 February 2024 at 09:00 am.

PRESENT

Councillor R Wearmouth
(Vice Chair in the Chair)

MEMBERS

Dickinson, S.	Purvis, M.
Flux, B.	Simpson, E
Hunter, I.	Watson, J.

OFFICERS IN ATTENDANCE

Farnell, C.	Head of HR
Farrell, S.	Director of Workforce and Organisational Development
Gerrard, S.	Director of Law and Corporate Governance (MO)
Greally, R.	Assistant Democratic Service Officer
Isaacson, S.	Lawyer (Observer)
Paterson, H.	Chief Executive and Head of Paid Services
Sample, C.	Lawyer

31. APOLOGIES

Apologies were received from Councillors A. Dale and G. Sanderson.

32. MINUTES

RESOLVED that the minutes of the meeting of the Committee held on 5 December 2023, as circulated, be confirmed as a true record and signed by the Chair.

33. PAY POLICY STATEMENT 2024/2025

Members received a report seeking to confirm the amended Pay Policy Statement. The policy had been amended to improve the flow of information and provided additional clarity in some areas by removing unnecessary

Ch.'s Initials.....

information. The amendments in the policy were mostly academic but section 6 was highlighted which gave more transparency to the approval of new appointments with salaries over £100,000 which would now be brought to Full Council rather than Staff and Appointments Committee.

In response to a query, it was confirmed that SCP referenced in the report was spinal column points. It was confirmed that under the 23/24 pay policy incremental progression within the band was at the discretion of the Head of Paid Services whereas under the 24/25 policy objective criteria had been defined. The new process was detailed in another policy which could be brought to the committee.

Officers agreed to provide members with information regarding the number of staff who were employed on a band 1 salary and what service they were employed in. Members were assured that there were no Chief Officers who had notified the Authority of taking secondary employment.

RESOLVED that the report be recommended for approval at Full Council.

34. DATE OF NEXT MEETING

The next meeting will be held on 22 February 2024, at 9.00 am in the Council Chamber, County Hall, Morpeth.

CHAIR.....

DATE.....