

**MINUTES OF A MEETING OF THE  
PERSONNEL BOARD  
HELD ON 4 OCTOBER 2022 FROM 7.30 PM TO 8.55 PM**

**Committee Members Present**

Councillors: Rachel Bishop-Firth (Chairman), Clive Jones (Vice-Chairman), Prue Bray, Stephen Conway, Pauline Jorgensen and Stuart Munro

**Officers Present**

Madeleine Shopland, Democratic and Electoral Services Specialist  
Joelle Cooper, HR  
Susan Parsonage, Chief Executive  
Matt Pope, Director Adult Services  
Sally Watkins, Assistant Director Digital and Design (item 31 and 33 on agenda)

**32. APOLOGIES**

An apology for absence was submitted from Councillor Pauline Helliard Symons.

**33. MINUTES OF PREVIOUS MEETING**

The Minutes of the meeting of the Committee held on 4 July 2022 and the Minutes of the extraordinary meetings held on 12 July and 27 July 2022 were confirmed as a correct record and signed by the Chair, subject to the amendment below.

4 July 2022 – Members felt that it should be made clearer that the Board had requested an investigation into the Real Living Wage be made, and the implications of adopting it, be brought back to the Board.

The Board agreed that the following wording, *Members requested that the Council adopting the Real Living Wage for its direct employees should be investigated, and the implications of this to be reported back to the Council. This should cover the possible implications for the pay of school staff, contractors, and parts of the organisation such as Optalis, replace -Councillor Bishop Firth questioned whether the Real Living Wage scheme could be considered and brought to a future meeting.*

It was confirmed that this piece of work would not commit the Council to undertaking the Real Living Wage. Matt Pope, Director Adult Services, stated that the Real Living Wage for Adult Social Care had, had approximately a 10% increase, which would indicate an additional cost of around £4.5million to the Council to achieve that. Pauline Jorgensen asked about adult social care pay rates and was informed that there were multiple suppliers that paid different rates. Not all shared their rates, but many would be below the Real Living Wage.

Councillor Bishop Firth questioned when answers to questions put at the July meeting would be received. Sally Watkins, Assistant Director Digital and Design, indicated that the action list would be circulated to Members.

**34. DECLARATION OF INTEREST**

There were no declarations of interest made.

**35. PUBLIC QUESTION TIME**

There were no public questions.

**36. MEMBER QUESTION TIME**

There were no Member questions.

**37. EXCLUSION OF THE PUBLIC**

**RESOLVED:** That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A of the Act (as amended) as appropriate.

**38. SALARIES COMPARED TO THE MARKET**

Pauline Jorgensen questioned whether this item needed to have been fully in private session.

The Board considered a report regarding salaries compared to the market.

**RESOLVED:** That

- 1) Recommendations 1 to 3 within the report be agreed;
- 2) Recommendation 4 not be agreed;
- 3) An additional recommendation as discussed within the meeting, be agreed.

**39. SENIOR OFFICER ROLES**

The Board considered a report regarding Senior Officer roles.

**RESOLVED:** That the recommendations contained within the report be agreed.

**40. Q1 AGENCY REPORT - AUGUST 2022**

The Board considered the Q1 Agency report – August 2022.

**RESOLVED:** That the recommendations within the report be agreed.