

# Employment Committee

Date: **Thursday 28 October 2021**

Time: **1pm**

Venue: **Council Chamber, County Hall, Martineau Lane,  
Norwich NR1 2DH**

## **Membership**

Cllr Andrew Proctor (Chair)  
Cllr Anthony Adams  
Cllr Stuart Clancy  
Cllr Steve Morpew

Cllr Saul Penfold  
Cllr Graham Plant (Vice-Chair)  
Cllr Carl Smith

## **Advice for members of the public:**

This meeting will be held in public and in person.

This meeting will **not** be live streamed on YouTube.

If you wish to attend in person it would be most helpful if, on this occasion, you could indicate in advance that it is your intention to do so. This can be done by emailing [committees@norfolk.gov.uk](mailto:committees@norfolk.gov.uk) where we will ask you to provide your name, address and details of how we can contact you (in the event of a Covid-19 outbreak). Please note that public seating will be limited.

Councillors and Officers attending the meeting will be taking a lateral flow test in advance. They will also be required to wear face masks when they are moving around the room but may remove them once seated. We would like to request that anyone attending the meeting does the same to help make the event safe for all those attending. Information about symptom-free testing is available [here](#).

# A g e n d a

## 1. To receive any apologies.

## 2. Minutes

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To agree the minutes of the meeting held on 26 November 2020

## 3 Members to Declare any Interests

If you have a **Disclosable Pecuniary Interest** in a matter to be considered at the meeting and that interest is on your Register of Interests you must not speak or vote on the matter.

If you have a **Disclosable Pecuniary Interest** in a matter to be considered at the meeting and that interest is not on your Register of Interests you must declare that interest at the meeting and not speak or vote on the matter

In either case you may remain in the room where the meeting is taking place. If you consider that it would be inappropriate in the circumstances to remain in the room, you may leave the room while the matter is dealt with.

If you do not have a Disclosable Pecuniary Interest you may nevertheless have an **Other Interest** in a matter to be discussed if it affects, to a greater extent than others in your division

- Your wellbeing or financial position, or
- that of your family or close friends
- Any body -
  - Exercising functions of a public nature.
  - Directed to charitable purposes; or
  - One of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union);

Of which you are in a position of general control or management.

If that is the case then you must declare such an interest but can speak and vote on the matter.

## 4. To receive any items of business which the Chair decides should be considered as a matter of urgency

## **5 Exclusion of the Public**

The Committee is asked to consider excluding the public from the meeting under section 100A of the Local Government Act 1972 for consideration of the items below on the grounds that they involve the likely disclosure of exempt information as defined by Paragraph 4 of Part 1 of schedule 12A of the Local Government Act 1972, and that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

The Committee will be presented with the conclusions of the public interest tests carried out by the report author and is recommended to confirm the exclusion.

## **6 Remuneration arrangements to support recruitment and retention of Family Assessment and Safeguarding Team (FAST) Social Workers**

Report by the Executive Director of Children's Services

## **7 Exempt Minutes of the Meeting held on 26 November 2020**

Tom McCabe  
Head of Paid Service  
Norfolk County Council  
County Hall  
Martineau Lane  
Norwich  
NR1 2DH

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## **Employment Committee**

**Minutes of the Meeting Held on 26 November 2020 at  
3pm as a virtual meeting**

**Present:**

Cllr Andrew Proctor (Chairman)  
Cllr Penny Carpenter  
Cllr Graham Plant  
Cllr Steve Morphew  
Cllr Dan Roper

**Substitute Member present:**

Cllr Fabian Eagle

**Also Present:**

Sally Albrow	Senior HR Consultant
Karen Haywood	Democratic Support and Scrutiny Manager
Kat Hulatt	Head of Legal Services
Sarah Shirtcliff	Director for People

**1. Apologies for Absence**

1.1 Apologies for absence were received from Cllrs Stuart Clancy and Ed Colman.

**2. Minutes**

2.1 The minutes of the meeting held on 30 September 2020 and the public minute of the meeting held on 3<sup>rd</sup> November 2020 were confirmed as a correct record.

**3. Declarations of Interest**

3.1 There were no declarations of interest from Members of the Committee.

3.2 The Director for People advised that she would present Item 7 - "Senior Officer Annual Pay Arrangements" to the Committee for any points of clarity but would leave the meeting for the duration of the discussion.

**4. Items of Urgent Business**

4.1 There were no items of urgent business.

**5 Exclusion of the Public**

- 5.1 The Director of People presented the public interest test for the following report, as required by the 2006 Access to Information Regulations, for the consideration of the Committee as follows:

**The report included information relating to pay negotiations relating to senior roles. The release of this information would prejudice possible forthcoming negotiations and would therefore not be in the public interest.**

The Committee **RESOLVED**:

To exclude the public while the following exempt minutes and report were considered.

### **Summary of minute excluded from public deposit**

**6. Exempt minutes of the meeting held on 3<sup>rd</sup> November 2020**

The exempt minutes of the meeting held on 3<sup>rd</sup> November 2020 were agreed as a correct record.

**7. Senior Officer Pay Review Arrangements**

- 7.1 The Committee considered the confidential report from the Director of People on behalf of the Head of Paid Service which updated them on national pay settlements, and the relevance to our local arrangements for Norfolk County Council's senior officers

The Committee **RESOLVED** to agree the recommendations in the report

**The meeting concluded at 3.25pm**

**Chairman**