

## EMPLOYMENT COMMITTEE

- \* Councillor Stephen Mansbridge (Chairman)
- \* Councillor James Palmer (Vice-Chairman)
- \* Councillor Caroline Reeves

\*Present

### **EM1 APOLOGIES FOR ABSENCE AND NOTIFICATIONS OF SUBSTITUTES**

There were no apologies.

### **EM2 LOCAL CODE OF CONDUCT - DISCLOSABLE PECUNIARY INTERESTS**

None.

### **EM3 MARKET RATE SUPPLEMENT POLICY**

The Committee considered adopting a Market Rate Supplement Policy which would support the Council's Pay Policy. The Council had never adopted such a policy or procedure for managing the payment of market rate supplements before, and so, where it had proved difficult to recruit or retain employees in certain posts due to the impact of the external market, such payments have been made on an ad-hoc basis.

The adoption of this policy would enable the Council's Corporate Management Team to apply appropriate supplements where required in order to fill posts where skills were scarce in the market and therefore commanding a higher salary. The proposed salary would enable officers to address issues of taking on high salaries for longer than necessary with flexibility, based on proper business cases with a regular review process.

Market rate supplements would only be used in exceptional circumstances. The policy detailed procedure that ensured sufficient evidence was provided to demonstrate why a market rate supplement would be appropriate; other measures would be considered first.

Having considered the policy, the Committee

**RESOLVED:** That the Market Rate Supplement Policy attached as Appendix 1 of the report submitted to the Committee, be adopted.

The meeting finished at 9.50 am

Signed .....

Chairman

Date .....