

SOLIHULL METROPOLITAN BOROUGH COUNCIL

REMUNERATION COMMITTEE

THURSDAY 19 JANUARY 2023 at 6pm.

**COUNCIL CHAMBER
CIVIC SUITE, SOLIHULL**

Please note: this meeting may be filmed for live broadcast and recorded content will be available to view on the Council's website.

By entering the meeting room and using the public seating area you are consenting to being filmed. If members of the public do not wish to be filmed, make the Clerk aware of this so suitable seating can be found.

Further information about webcasting can be found at the following link:

Any person taking part in the meeting is reminded not to disclose personal information about any third party.

Disclosing Pecuniary Interests - What Must You Do?

(a) You must complete a declaration of your disclosable pecuniary interests, including those of your spouse/civil partner (or someone with whom you are living as such) and send it to the Monitoring Officer within 28 days of your election or appointment to the Council.

(b) When you attend a meeting of the Council, Cabinet, Scrutiny Board, Committee, Sub-Committee or Joint Committee etc, and a matter arises in which you have a disclosable pecuniary interest, unless you have been granted a dispensation, **you must:**

- Declare the interest if you have not already registered it
- Not participate in any discussion or vote
- Leave the meeting room until the matter has been dealt with
- Give written notice of any unregistered interest to the Monitoring Officer within 28 days of the meeting

(c) If you are the Leader or a Cabinet Portfolio Holder you may not exercise any of your delegated powers as a single member in relation to a matter in which you have a disclosable pecuniary interest or take any other step except to give written notice of any unregistered interest to the Monitoring Officer within 28 days of your becoming aware of the interest, or arrange for another person or body to deal with the matter.

Disclosable Interest	Description
Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain by you or your partner.
Sponsorship	Any payment or provision of any other financial benefit (other than from the Council) made or provided within 12 months of your declaration of interests in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses.
Contracts	Any contract between you or your partner (or a firm or body corporate in which you or your partner is a partner or a director, or in the securities of which you or your partner has a beneficial interest) and the Council (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged.
Land	Any beneficial interest in land which is within the area of the Council and which gives you or your partner a right to occupy the land or receive income.
Licences	Any licence held by you or your partner (alone or jointly with others) to occupy land in the area of the Council for a month or longer.
Corporate tenancies	Any tenancy where (to your knowledge)— (a) the landlord is the Council; and (b) the tenant is a body in which you or your partner has a beneficial interest i.e. a firm or body corporate in which you or your partner is a partner or a director, or in the securities of which you or your partner has a beneficial interest.
Securities	Any beneficial interest held by you or your partner in securities of a body where— (a) that body (to your knowledge) has a place of business or land in the area of the Council; and (b) either— (i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you or your partner has a beneficial interest exceeds one hundredth of the total issued share capital of that class. “securities” means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

SOLIHULL METROPOLITAN
BOROUGH COUNCIL

To: Councillors R Sleigh OBE (Chairman),
I Courts, M Carthew, T Diccico,
A Mackiewicz, M McLoughlin, S Rymer and
Ms M Hurt.

NICK PAGE
CHIEF EXECUTIVE

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Date 12 January 2023

REMUNERATION COMMITTEE

THURSDAY 19 JANUARY 2023

AGENDA

Mayor/Chairman of the meeting to announce:

'May I remind everyone present that this meeting will be broadcast live via the internet and the record will be archived for future viewing.'

1. **APOLOGIES**
2. **DECLARATIONS OF INTEREST**
3. **QUESTIONS AND DEPUTATIONS**
To answer questions, if any, asked by any resident of the Borough pursuant to Standing Orders
4. **MINUTES** (Pages 7 - 8)
To confirm as a true record the minutes of the Remuneration Committee held on 14 November 2022.
5. **PAY POLICY STATEMENT 2023** (Pages 9 - 32)
 - 1.1 To present to the Remuneration Committee the Council's Pay Policy Statement for 2023 that is fully compliant with Section 38 (1) of the Localism Act.
 - 1.2 The main changes to the Statement are set out in paragraphs 4.1 to 4.9 of this report.
 - 1.3 The Statement has been updated to reflect the statutory guidance on Special Severance Payments that was discussed at Remuneration Committee on the 14 November 2022.

6. **STATUTORY GENDER PAY GAP REPORTING** (Pages 33 - 50)
To present the Council's Gender Pay Gap (GPG) statutory calculations and draft report for publication to enable the Council to fulfil its annual statutory equality duties.
7. **EXCLUSION OF THE PRESS AND PUBLIC**
The meeting is likely not to be open to the press or public during discussion of the following items because the reports contain exempt information as defined in Schedule 12A to the Local Government Act 1972.
8. **MINUTES** (Pages 53 - 54)
To confirm as a true record the private minutes of the Remuneration Committee held on 14 November 2022.