



**MINUTES OF THE EXTRAORDINARY EMPLOYMENT COMMITTEE MEETING  
HELD AT 1.00PM ON  
26 APRIL 2022  
ENGINE SHED, SAND MARTIN HOUSE ,PETERBOROUGH**

**Committee Members Present:** Councillors Brown (Chair), Fitzgerald, J Allen, Jamil, Rush and Wiggin.

Officers Present:

Matt Gladstone	Chief Executive
Karen Dunleavy	Democratic Services Officer
Mandy Pullen	Assistant Director HR & Development
Lisa Brightey	Policy, Reward and Compliance Manager

**16. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Tyler and Cllr Rush in attendance as substitute. Apologies from Cllr Hemraj and Cllr Iqbal who was due to be in attendance as attendance as substitute.

**17. DECLARATIONS OF INTEREST**

No declarations of interest were received.

**18. EXCLUSION OF THE PUBLIC AND PRESS**

In accordance with Standing Orders, the Committee was asked to determine whether item 5 'Corporate Leadership Structure – Proposals' as defined by Paragraph 1, 2 and 4 of Schedule 12A of Part 1 of the Local Government Act 1972, should be exempt and the press and public excluded from the meeting when they were discussed, or whether the public interest in disclosing this information outweighed the public interest in maintaining the exemption.

The Committee resolved (**unanimous**) to agree the exclusion of the press and public for agenda item 5

**19. REVISED EMPLOYMENT POLICIES**

The Committee received a report in relation to proposed changes made to the mileage rates payable to staff on NJC terms and conditions.

The Policy, Reward and Compliance Manager, introduced the report and stated that the between Feb - March 2022, the cost of petrol had increased by 18p per litre and other fuels increased accordingly. However, the increase had been reduced slightly by the spring budget reduction in fuel duty of 5p a litre. With this and the general cost of living increase seen as a result of many external influencing factors, the cost of travelling for work purposes had become a concern for Peterborough City Council (PCC) staff, particularly so for those who must use their car as part of their role. A survey was undertaken amongst other surrounding councils and of 20 that

responded, all councils pay (and track) the rate allowed by HMRC before tax was charged (45 pence per mile) whereas Peterborough City Council had been paying 30 pence per mile. Staff had been able to claim tax relief on the 15 pence difference which would cease if the new rate was approved.

The Employment Committee debated the report and in summary, key points raised and responses to questions included:

- Employees that used electric vehicles would claim for the electric used under a separate policy and this would be less than 45 pence per mile.
- The current Human Resources system was being developed to add a module track miles being claimed by staff. In addition, the mileage tracking feature under development, would allow for the home to work mileage to be deducted automatically.
- The first 10,000 would be claimed at 45 pence per mile and thereafter the amount would be 25 pence and this was in line with HMRC guidance.
- The proposed £60k costs would be spread along the council base budget and be met by staff vacant posts.
- Social workers visiting clients were the highest claimants for mileage
- Fuel cards would be cheaper as a corporate discount would apply to the standard forecourt prices and this option could be explored in the future. ACTION??
- The form used to claim mileage would detect whether a hybrid vehicle was being used and would calculate the fuel and electric usage. This would be achieved by taking into consideration the manufacturers guidance on miles per gallon consumption.

**RESOLVED:**

The Employment Committee **RESOLVED** (Unanimous) to **AGREE** the approach to increase the mileage payments as detailed within report.

**20. CORPORATE LEADERSHIP STRUCTURE - PROPOSALS**

As agreed at item 3 the meeting moved into exempt session.

**RESOLVED:**

The Employment Committee **RESOLVED** (Unanimous) **AGREE** the future direction for the shared services arrangements at the Corporate Leadership Team (CLT) level between Peterborough City Council and Cambridgeshire County Council and proposed new leadership structures for Peterborough City Council.

Chairman  
26 April 2022  
1.00pm-1:31pm

