

## **PERSONNEL COMMITTEE**

### **Minutes of a meeting of the Personnel Committee held on Thursday 22 January 2015 at 9:30am at Meeting Room G3, Addenbrooke House**

**PRESENT:** Councillors K.S. Sahota, S. Davies, N. Dugmore, R. Overton, H Rhodes, J. Seymour

#### **PEB-5      MINUTES**

**RESOLVED** – that the minutes of the meeting of the Personnel Committee held on 26 June 2014 be confirmed and signed by the Chairman.

#### **PEB-6      APOLOGIES FOR ABSENCE**

Councillor K.R. Guy.

#### **PEB-7      DECLARATIONS OF INTEREST**

Cllr S. Davies informed the committee that in regards to the Pay Policy report his sister worked for T&W council and would be affected by this but he had no personal financial gain.

Cllr R.A. Overton informed the committee that in regards to the Pay Policy report that his niece worked for T&W council but he had no personal financial gain.

#### **PEB-8      2015 PAY POLICY STATEMENT**

The People Services Manager presented the report to the committee covering this year's 2015 – 16 statutory pay policy statement.

The report was currently based on the assumption that a pay offer for chief officers currently under national negotiation would be accepted this month. However if this did not come to pass the report would be amended to reflect that outcome.

Some key changes within the report included; the effect of pension regulation changes, the impact of the NJC pay award that affecting the majority of council staff, and the freezing of the Chief Executive Officer's pay.

It was also noted that within the report the multiplier ratio between the highest and lowest paid employees had dropped from 11 to 10.2. and that this report confirmed the Council complied with statutory regulations required of it.

A discussion then took place:

- It was highlighted that it was important to let lower paid staff know the gap between highest and lowest paid employees was being lowered.
- It was asked how we compare to other authorities

- The People Services Manager responded by informing the committee that while the figures did fluctuate, the Council had a low multiplier ratio.
- It was queried how the freezing of the Chief Executive Officer pay would be affected by the current national negotiations
- The People Services Manager responded by informing the committee that it was likely that any Chief Officers earning under £99,999 would receive a pay award, but those earning above that would be excluded .

**RESOLVED -**

- (a) that the content of the Council's Pay Policy Statement for publication on the Council's website on 1<sup>st</sup> April 2015 be agreed and referred to Full Council on 5 March 2015 for acceptance.
- (b) that authority be delegated to the Assistant Director: Law Democracy & People Services, in consultation with the Leader of the Council, to amend the Statement as necessary in line with any further national guidance that may be issued following the meeting of the Board or changes to negotiated pay rates during the period of the Policy Statement.

**PEB-9            EXCLUSION OF PUBLIC AND PRESS**

**RESOLVED** – that the public and press be excluded from the meeting for the following item of business on the grounds that it may involve the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972

**PEB-10            APPOINTMENT OF DIRECTOR OF NEIGHBOURHOOD & CUSTOMER SERVICES**

The People Services Manager outlined the recruitment process for the position of Director of Neighbourhood & Customer Services and the arrangements for the assessment and interview process. Following advertisement of the post in accordance with the Council's current procedures, two applications had been received which had been analyzed against the job requirements and the personal specification, and details of the application and the analysis were presented to the Committee. The Committee examined all the application documents and conducted the final interviews with the candidates. Following full consideration of all the available information, including the results of assessments, the content of written tests, feedback from presentations, and the performance of the candidates during the interview process, it was

**RESOLVED** - that the post of Director of Neighbourhood & Customer Services be offered to Mr Jonathan Rowe subject to the required consultation with Cabinet.

Chair.....

Date.....