

## PERSONNEL COMMITTEE

# A

### Minutes of a meeting of the Personnel Committee held on Thursday, 2 February 2017 at 5.30pm in Meeting Room G3/G4, Addenbrooke House, Ironmasters Way, Telford, TF3 4NT

**PRESENT:** Councillors S Davies (Chair), A J Buford, L Carter, A J Eade, R A Overton, W L Tomlinson and P R Watling

**IN ATTENDANCE:** J Eatough, Assistant Director: Governance, Procurement & Commissioning ( for minute number PEC-5); C Haseley, H R Business Manager (for minute number PEC-4); R Partington, Managing Director (for minute number PEC-4 – leaving the meeting during the debate) and S Worthington, Democratic & Scrutiny Services Officer.

#### **PEC-1      Apologies for Absence**

Councillor N A Dugmore

#### **PEC-2      Declarations of Interest**

None.

#### **PEC-3      Minutes**

**RESOLVED** – that the minutes of the meeting of the Personnel Committee held on 19 May 2016 be confirmed and signed by the Chairman.

#### **PEC-4      Publication of the Council's Pay Policy**

The HR Business Manager presented the report on the Council's updated Pay Policy Statement for 2017/18 which was required to be published on the Council's website on 1<sup>st</sup> April 2017 in accordance with the Localism Act 2011.

The Policy remained similar to that of the previous year. The policy had been updated to include additions to salary for Chief Officers. There had not previously been a scheme for additions to senior management pay, however, it was noted that there may be need for additional remuneration to senior management pay if significant new responsibilities were given to these officers. A discussion took place in respect of recruitment and retention of senior officers, in light of comparison pay scales in other Local Authorities.

#### **RESOLVED**–

- (a) to **RECOMMEND TO COUNCIL** that the Council's Pay Policy Statement for 2017/18 be approved for publication on the Council's website on 1 April 2017
- (b) that authority be delegated to the Assistant Director: Finance & Human Resources, in consultation with the Leader of the Council, to amend the Statement as necessary in line with any statute or

further national guidance that may be issued following the meeting of the Committee or changes to negotiated pay rates during the period of the Policy Statement; and

- (c) that authority be deleted to the Assistant Director: Finance & Human Resources to update information on Pay Multiples as data becomes available; and
- (d) that authority be delegated to the Managing Director, following consultation with the Leader of the Council, to make provision for 'additional pay' for Directors and Assistant Directors .

**PEC-5        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 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

**PEC-6        Single Status Update Report**

The Assistant Director: Governance, Procurement & Commissioning presented the locally developed bespoke Job Evaluation Scheme for Members to consider.

Members queried the timescales for the implementation of the Scheme, the Assistant Director: Governance, Procurement & Commissioning advised the proposed dates were indicative and would be dependent on discussions with Trade Unions.

**RESOLVED** that –

- (a) the Scheme in Appendix 2 of the report be approved and the requirement to collate additional information for the evaluation process through an updated Job Description & Person Specification, at Appendix 1 of the report, to properly reflect the factors contained in the Scheme be noted; and
- (b) authority be delegated to the Assistant Director: Governance, Procurement & Commissioning, in consultation with the Managing Director and Chair of the Personnel Committee, to agree changes to the proposed Scheme in order to secure collective agreement.

The meeting ended at 5.56 pm

Chair.....

Date.....