

STAFFING COMMITTEE
30th April, 2014

Present:- Councillor Stone (in the Chair); Councillors Akhtar and Gilding.

V2. PENSIONS UPDATE

Consideration was given to a report presented by Simon Cooper, H.R. Manager, which provided information in respect of the application of Council discretions applicable as a result of changes to the Local Government Pension Scheme with effect from 1st April, 2014.

Resolved:- (1) That the adoption and publication of the required Pensions Discretions be approved.

(2) That the proposal to review these discretions in the future as required be approved.

(The Chief Executive declared a personal interest in this matter on the basis that he did meet the Rule of 85 which is referred to in the discretions)

V3. EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 3 of Part I of Schedule 12A to the Local Government Act 1972 (staffing/business affairs)

V4. PAY ISSUES

Consideration was given to a report presented by Simon Cooper, H.R. Manager, which provided details and proposals in respect of changes to the pay and grading structure in response to the National Minimum Wage Changes, the National Pay Negotiations and implementation of a local Living Wage.

Reference was made to the offer made by the National Employers of a 1% pay increase (4.66% to 1.25% on spinal column points 5 to 10), the increase of the National Minimum Wage to £6.50 later this year and the commitment by Members to introduce the Living Wage from 1st October, 2014.

Resolved:- That the approach on the pay issues and the recommendations in the report matters be approved.

V5. EXTENSION OF NOTICE PERIODS - RETENTION

Consideration was given to a report presented by Simon Cooper, H.R. Manager, which provided details and proposals in respect of potential risks related to employee retention and the need to consider succession planning measures to address this.

Reference was made to the age profile of the full Chief Officer management structure and the need to consider measures to ensure stability to support the effective delivery of Council priorities. On this basis it was suggested that longer notice periods be introduced to allow greater time for succession planning and that this proposal would also be relevant to certain other professions that were difficult to recruit to.

(The Chief Executive left the room at this point to enable discussions relating to succession planning at Chief Officer level to continue).

Resolved:- (1) That the Chief Executive exercise his delegated responsibility for seeking voluntary agreement for changes to notice periods including any necessary financial arrangements.

(2) That in accordance with the Localism Act the Staffing Committee recommend to full Council any financial arrangements related to changes to notice periods for Chief Officers whose salary exceeds £100k.