

MINUTES OF THE MEETING OF THE STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 25TH MARCH, 2019, 7.00 - 7.55 pm

PRESENT:

Councillors: Julie Davies (Chair), Eldridge Culverwell (Vice-Chair), Patrick Berryman and Viv Ross

25. FILMING AT MEETINGS

The Chair referred Members present to agenda Item 1 as shown on the agenda in respect of filming at this meeting, and Members noted the information contained therein.

26. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)

Apologies for absence were received from Councillors Brabazon and Dennison. Councillor Ross was in attendance as substitute for Councillor Dennison.

27. URGENT BUSINESS

None.

28. DECLARATIONS OF INTEREST

None.

29. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS

None.

30. MINUTES

RESOLVED that the minutes of the meeting held on 11 February 2019 be approved as a correct record.

31. SENIOR MANAGER PAY REVIEW

Ian Morgan, Reward Manager, introduced the report as set out. A review in 2016 moved the responsibility for pay reviews to the Staff and Remuneration Committee. The recommendation was 2% increase.

RESOLVED that a pay award for Senior Managers of 2% be approved.

32. REWARD STRATEGY

Ian Morgan provided a verbal update on the reward strategy. The pay award was implemented in three stages – stage one was the review in April 2018, stage two was the implementation of new pay spines in April 2019, and stage three would be movement to a new pay and grading arrangement, extending the levels in senior management. There was a different set up for schools, and a drop in session had been arranged for 29 March.

The Committee noted the update and requested a further update at the next meeting.

33. COUNCIL'S USE OF CONSULTANTS

Ian Morgan provided a verbal update. The next people report was due at the next meeting in June. There had been a review of the Finance directorate, with a reduction in the number of interims and consultants over the past two years. There were a number of projects within Transformation and Resources which would likely see an increase in the number of interims, but this would reduce as projects completed. The Committee accepted that it may be necessary to use consultants and interims, but it was important that the numbers and reasons for use were monitored.

The Committee noted the update.

34. POLICY REVIEW UPDATE

Ian Morgan provided a verbal update on policy reviews. A HR policy advisor had been recruited to help with research and policy writing. It was expected that two updated policies would be presented to the next meeting.

The Committee noted the update.

35. NEW ITEMS OF URGENT BUSINESS

None.

36. ITEMS OF EXEMPT URGENT BUSINESS

None.

CHAIR: Councillor Julie Davies

Signed by Chair

Date