

Time began:10.30am  
Time ended: 10.55am

**Personnel Committee  
5 November 2015**

Present Councillor Raju (Chair)  
Councillors Barker, Carr, Hezelgrave, Hickson, MacDonald and  
Tittley

**48/15 Apologies**

There were no apologies for absence.

**49/15 Late Items to be Introduced by the Chair**

There were no late items.

**50/15 Declarations of Interest**

There were no declarations of interest.

It was noted that Janie Berry was a Vice Chair of Governors at a city school and that several of the Members of the Committee or their partners were school governors.

**51/15 Minutes of the Meetings held on 15 October  
2015**

The minutes of the meetings held on 15 October 2015 were confirmed as a correct record.

**52/15 Interim Pay Policy Statement 1 October 2015 –  
31 March 2016**

The Committee considered the Council's Interim Pay Policy Statement for the period 1 October 2015 to 31 March 2016. The report included the appointment of the Chief Executive and Head of Paid Service, the interim arrangements for the Strategic Director – Children Services, the Strategic Director – Adult Services and the Strategic Director – Communities and Place.

It was noted that an amendment was required to the report to remove the word 'interim' from the Head of Paid Service title in appendix 3. A further amendment may be required subject to the checking if any Service Directors had received any honoraria payments.

It was noted that the recruitment of the two new posts in the senior management structure, namely Strategic Director – People Services and Strategic Director – Communities and Place were currently under way and it was anticipated that successful candidates would be in place by 1 April 2016.

It was also noted that the amended report would be submitted to Council in November 2015.

**Resolved to note the Pay Policy Statement for the period 1 October 2015 to 31 March 2016.**

#### **53/15      Exclusion of Press and Public**

**Resolved that under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting during discussion of the following item on the grounds that it involved the likely disclosure of exempt information as defined in paragraphs 1, 2 and 4 of Part 1 of Schedule 12A of the Act and that the public interest in maintaining the exemption outweighed the public interest in disclosing this information.**

#### **54/15      Pay and Review Project Update**

The Committee considered a report of the Director of Governance and Monitoring Officer on the Pay and Reward Project Update.

**Resolved to note the report.**

#### **55/15      Pay and Reward Project – Consultation and Negotiation Update Paper**

The Committee considered a report of the Director of Governance and Monitoring Officer which updated the Committee on a number of changes arising out of the pay and reward project and the different methods of achieving these changes.

Following discussion the Committee decided to withdraw the recommendation to suspend the Council's Disciplinary Policy.

**Resolved**

- 1. To authorise the regrettable change from a Joint Agreement approach to an Individual Agreement and Dismissal and Reengagement process and the necessary change to the project timeline.**
- 2. To authorise the Chief Executive to work with the Schools' Governing bodies and Head Teachers to obtain delegated authority to dismiss on behalf of the school.**
- 3. To note the inclusion of the three Diocesan schools in the project.**

MINUTES END