

Time began:10.00am
Time ended: 10.26am

**Personnel Committee
2 July 2015**

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

09/15 Appointment of Chair

Following Councillor Redfern's resignation from the Committee, Members welcomed Councillor Hezelgrave as a Member of the Committee. Councillor Barker, as vice Chair, asked for nominations for the appointment of Chair.

Resolved to appoint Councillor Raju as Chair of the Committee.

10/15 Apologies

Apologies for absence were received from Councillor Hickson.

11/15 Late items to be introduced by the Chair

There were no late items.

12/15 Declarations of Interest

There were no declarations of interest.

13/15 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 paragraph 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.

**14/15 Implementation of Pay and Reward Strategy in
Schools**

The Committee considered a report of the Acting Chief Executive on the Implementation of Pay and Reward Strategy in Schools.

Resolved to agree that we review terms and conditions in schools for non-teaching staff.

15/15 **Mandate for Implementation of job Evaluation and Terms and Conditions of Employment**

The Committee considered a report of the Acting Chief Executive on the Mandate for Implementation of Job Evaluation and Terms and Conditions of Employment.

Resolved:

- 1. To agree to the formation of an Employer's Side Negotiating Panel consisting of the Leader/Deputy Leader of the Council, the Cabinet Member for Education and Skills, the Cabinet Member for Jobs and Fair Employment, the Acting Chief Executive, the Director of Legal and Democratic Services and Interim Director of HR, the Director of Finance and Procurement, the Acting Head of Service, OD, Employee Relations and Pay and Reward Strategy and the Team Leader – Pay and Reward Team, to conduct consultation with the recognised trade unions**
- 2. To grant delegated authority to the Employer's Side Negotiating Panel to progress consultation with the recognised trade unions with a view to implementing a revised pay and grading structure for all Council employees and a package of revised terms and conditions to apply to all non-teaching schools employees, within the scope of the Pay and Reward project**
- 3. To agree that the Acting Chief Executive will submit further reports to Personnel Committee providing updates on the progress of trade union consultation and arrangements for implementation of the Pay and Reward project.**

MINUTES END