

Time began:10.01am  
Time ended: 10.40am

**Personnel Committee  
13 January2015**

Present Councillor Redfern (Chair),  
Councillors Barker, Carr, Eldret, Hickson, MacDonald and Tittley

**36/14 Apologies**

There were no apologies.

**37/14 Late items to be introduced by the Chair**

In accordance with Section 100(B)(4) of the Local Government Act 1972, the Chair agreed to admit the following items on the grounds that they needed to be considered before the next meeting of the Personnel Committee:

- Pay and Reward Strategy Update
- Pay and Reward Review

**38/14 Declarations of Interest**

There were none.

**39/14 Minutes of the meeting held on 17 December2014**

The minutes of the meeting held on 17 December 2014 were agreed as a correct record and signed by the Chair' subject to the following amendment.

At 35/14 it was resolved to agree that adoption in relation to same sex relationships should be made more explicit within the guidance and not the policy document as stated.

**40/14 Pay and Reward Strategy Update**

The Committee received a report of the Director of Legal and Democratic Services on Pay and Reward Strategy Update. The report was presented by the Strategic HR Business Partner – AHH & CYP.

It was reported that the Pay and Reward Project continued to make progress, with the Hay Group carrying out the job evaluation review, for which they had been contracted, on old grade 6 jobs and above.

It was further reported that the next stage in the process was the development of a communication strategy. Members asked when the strategy would be in place. It was reported that it needed to be in place very soon and that the team were working with the Head of Communications.

**Resolved to note the update.**

#### **41/14 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 items on the grounds that they involved the likely disclosure of exempt information as defined in paragraphs 2 and 3 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.**

#### **42/14 Voluntary Redundancy (VR) and Returners**

The Committee received a report of the Chief Executive on Voluntary redundancy (VR) and Returners. The report was presented by the Strategic HR Manager – OD and Pay and Reward Strategy.

**Resolved to note the contents of the report.**

#### **43/14 Pay and Reward Review**

The Committee received a report of the Chief Executive on Pay and Reward Review. The report was presented by the Strategic HR Manager – OD and Pay and Reward Strategy.

**Resolved:**

- 1. to agree to initiating a procurement process under the ConsultancyONE framework to complete the evaluations for grade 6 (subject to confirmation) and below as described in option 3;**
- 2. to note the request to seek Cabinet approval for the release of £211,000 from the JE reserve to fund an enhanced Pay and Reward Team structure, backfill of HR posts and additional Hay costs under the existing contract as detailed in 4.5. In addition, a further £66,000 is required under the existing Hay contract to allow for the evaluation of an additional 100 roles in the current dual Hay/NJC cohort, which were not included in the original contract with Hay; and**
- 3. to note that there will be a need to draw down further budget from JE reserves for the procurement process and associated costs and budget for 2015/16. As of today, no budget has been set aside for the completion of the Job Evaluation Project for 2015/16.**

MINUTES END