

Time began: 6.01pm
Time ended: 6.22pm

**Personnel Committee
18 July 2013**

Present Councillor Roberts (Chair),
Councillors Ashburner, Barker, Carr, S Khan, MacDonald

1/13 Apologies

Apologies for absence were received from Councillor Jackson and Jennings

2/13 Late items to be introduced by the Chair

There were none.

3/13 Declarations of Interest

There were none.

4/13 Election of Vice Chair

It was moved by Councillor Redfern, and seconded, that Councillor MacDonald be elected as Vice Chair. The motion was put to the vote and carried.

Resolved that Councillor MacDonald be elected to serve as Vice Chair of the Personnel Committee for the 2013-14 municipal year.

5/13 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.

6/13 Pay and Reward

A report of the Strategic Director of Resources was presented by the Director of Human Resources and Business Support. The report explained how as part of the Pay and Reward review, the objective to implement a fair and transparent structure required harmonised terms and conditions of employment. It was highlighted that the legally binding agreements reached by the council in 2007 to protect it against potential equal pay claims would expire on 1 April 2014, exposing the council to potential risk if the new scheme was not implemented by that date.

A number of potential factors for consideration in harmonising employees' terms and conditions of employment were detailed. Members raised questions in clarification of points within the report.

Resolved

- 1. that measures detailed within Appendix 2 of the report would form the basis of formal consultation with the trade unions on a revised package of terms and conditions;**
- 2. to conduct consultation with the recognised trade unions via an employer's side negotiating panel comprising:**
 - Leader of the Council;**
 - Cabinet Member for Business, Finance and Democracy;**
 - Cabinet Member for Adults and Health;**
 - Chief Executive;**
 - Strategic Director of Resources;**
 - Strategic Director of Neighbourhoods; and**
 - Director of Human Resources and Business Support;**
- 3. to delegate authority to the employer's side negotiating panel to develop detailed proposals on items detailed in Appendix 2 to the report;**
- 4. to authorise 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 and package of revised terms and conditions to apply to all council employees within the scope of the Pay and Reward Project, with a target implementation date of April 2014; and**
- 5. to receive further update reports on the progress of the consultation and implementation of the project.**

MINUTES END