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# Employment Committee Agenda

**Monday, 5 January 2015 at 7.00 pm**

Town Hall, Queen's Square, Priory Meadow, Hastings, TN34 1QR

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		Page No.
<b>This meeting will begin directly after the Cabinet meeting</b>		
1.	Apologies for Absence	1 - 2
2.	Declarations of Interest	
3.	Minutes of the meeting held on 5 November 2012	
4.	Notification of any additional urgent items	
5.	Additional urgent items (if any)	
<b>Confidential Business</b>		
<u>Exclusion of the Public</u> To resolve that the public be excluded from the meeting during the consideration of the items of business listed below because it is likely that, if members of the public were present, there would be disclosure to them of "exempt" information as defined in the paragraphs of Schedule 12A to the Local Government Act 1972 referred to in the relevant report.		
6.	Proposed changes to the the Senior Officer Structure (Verna Connolly, Executive Manager People and Organisational Development)	3 - 6



# Agenda Item 3

## EMPLOYMENT COMMITTEE, 5 NOVEMBER 2012

Present: - Councillors Birch (in the Chair), Chowney, Cooke and Kramer

### **1. DECLARATIONS OF INTEREST**

Councillors made no declarations of interest at this meeting.

### **2. MINUTES**

**RESOLVED** – that the Minutes of the meeting held on 29 November 2011 be approved and signed by the Chair as a correct record.

### **3. EXCLUSION OF THE PUBLIC**

**RESOLVED** – that the public be excluded from the meeting during the consideration of the items of business listed below because it is likely that, if members of the public were present, there would be disclosure to them of “exempt” information as defined in respect of paragraphs of Schedule 12A to the Local Government Act 1972.

Minute No.	Subject Matter	Paragraph No.
4(E)	Senior Management Pay Review	4

### **4 (E) SENIOR MANAGEMENT PAY REVIEW**

The Executive Manager, People and Organisational Development presented a report on the rate of pay for the Directors and Heads of Service. Adam Barker, a remuneration adviser from the Local Government Association had carried out an evaluation and review of the rate of pay for the Council's Chief Officers and Heads of Service. His report was appended.

The Executive Manager, People and Organisational Development stated that any future changes to the management structure would require another evaluation to be carried out.

**RESOLVED** (unanimously) – that: -

- (1) the report of the Council's remuneration adviser from the Local Government Association be noted and pay scales for the Council's senior officers be approved as set out in paragraph 3 of the remuneration adviser's report; and**
- (2) officers be assimilated into the appropriate pay scales with effect from the 1st April, 2012.**

#### **Reasons for the Decision**

The Senior Management restructure report, presented to Cabinet on 16 November 2011, commented that once appointments to posts had been made, salary evaluations would be carried out in accordance with the

**EMPLOYMENT COMMITTEE,  
5 NOVEMBER 2012**

Council's job evaluation process. Due to the seniority of the posts it was normal practice to obtain a report from an external job evaluator.

(The Chair declared the meeting closed at 9.12 am.)

# Agenda Item 6

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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