

**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.)