

GENERAL PURPOSES COMMITTEE

Minutes of the meeting held on 8 April 2009 at 6.00 pm in the Chairman's Room, Cecil Street, Margate, Kent.

Present: Councillor Simon Moores (Chairman); Councillors Clark, Crotty, Mrs Kirby, R Nicholson, Poole, Mrs Roberts and Watt-Ruffell

RULE 24.1

The following Members were also present pursuant to Council Procedure Rule 24(1) and took part in the proceedings as follows: Councillor Mike Harrison – agenda item 6.

1. APOLOGIES FOR ABSENCE

Councillor Mrs Aldred had sent apologies and Councillor Poole was acting as her substitute. Councillor Nottingham had sent apologies and Councillor Nicholson was acting as his substitute.

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. ELECTION OF CHAIRMAN

Councillor Mrs Kirby nominated and Councillor Mrs Roberts seconded the proposal that Councillor Moores be elected as chairman. As an amendment Councillor Harrison nominated and Councillor Poole seconded Councillor Clark as chairman.

AMENDMENT LOST

SUBSTANTIVE MOTION ADOPTED

4. ELECTION OF VICE-CHAIRMAN

Councillor Moores nominated and Councillor Mrs Kirby seconded the proposal that Cllr Crotty be elected as vice-chairman. As an amendment, Councillor Harrison nominated and Councillor Poole seconded Cllr Clark as vice-Chairman.

AMENDMENT LOST

SUBSTANTIVE MOTION ADOPTED

5. EXCLUSION OF PUBLIC AND PRESS

That the public and press be excluded from the meeting on agenda item 6 as it contains exempt information as defined in Paragraphs 1, 3 and 4 of Schedule 12A of the Local Government Act 1972 (as amended).

6. 2009/10 PAY NEGOTIATIONS PROPOSALS

Sarah Carroll, Human Resources and Organisational Development Manager, introduced the report. The Chief Executive's report on a new senior management

structure was submitted to Cabinet on 6 November 2008, including the recommendation that Hay Group consultants be appointed to undertake an independent assessment of the appropriate levels of remuneration for the roles. The proposed changes, now adopted, retained the Chief Executive post, Created a new Deputy Chief Executive role and five new Director roles, along with a Head of Legal & Democratic Services. Cabinet agreed that they would be bound by the findings of the independent Hay Group review.

Council implemented the Hay job evaluation system across all roles in the Council in 2006. In advising on this review Hay Group had regard to:

- The new senior management structure and associated job sizes and
- The general market position in the region for these Senior posts

Members of the Committee asked whether there was an intention to publish the salary scales included within the exempt report in due course. The Committee agreed, subject to any advice that may be offered by the Council's Monitoring Officer, and appropriate consultation with the staff affected, that these scales would be published no later than two weeks after the Committee meeting. Councillor Clark asked for a paper copy.

Members considered the financial implications of the report in some detail, noting that recent management changes had resulted in savings of around £200,000 in 2009/10. However, they asked that the following aggregate figures be circulated to each member of the Committee:

- The aggregate variation in the Council's pay bill for the officers listed in the report if the recommendations were adopted
- The Council's total wage bill both before and following the current review of the senior management structure.

There was recognition of the need to balance the Council's recruitment and retention policies against service priorities and try to strike the right balance. However, it was noted that the Hay Group had considered recruitment and retention issues in recommending the pay scales within the report. It was noted that the "cash alternative" offered to senior managers had been introduced following a previous review by the Hay Group, but that their values had not been increased since 2006.

The process for assimilation into the proposed pay points was considered.

Some Councillors felt that a full actuarial analysis of the recent management review should have been included within the report, identifying implications for the Council's pension fund.

The recommendations contained in section 6.1 of the report were moved by Councillor Moores and seconded by Councillor Crotty.

SUBSTANTIVE MOTION ADOPTED

There was a request that the vote be recorded, as follows:

Those in favour: Councillors Crotty, Mrs Kirby, Mrs Roberts and Watt-Ruffell

Those against: Councillors Clark, Nicholson and Poole

Members noted the proposed levels of pay increases set out in section 6.2 of the report.

Meeting concluded : 7.10 pm