

## **GENERAL PURPOSES COMMITTEE**

**Minutes of the meeting held on 21 February 2013 at 7.00 pm in Austen Room, Council Offices, Cecil Street, Margate, Kent.**

**Present:** Councillor Michelle Fenner (Chairman); Councillors Everitt, C Hart, Kirby, Marson, Poole, M Tomlinson and S Tomlinson

### **29. APOLOGIES FOR ABSENCE**

An apology was received from Councillor I Gregory, who felt he could not attend the meeting as two of his immediate family were employed by the Council. Councillor M Tomlinson was present as Councillor I Gregory's substitute.

A further apology was received from Councillor Grove.

### **30. DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **31. MINUTES OF PREVIOUS MEETING**

On the proposal of Councillor Poole, seconded by Councillor Hart, the minutes of the meeting held on 19 July 2012 were approved and signed by the Chairman.

### **32. EXCLUSION OF PRESS AND PUBLIC**

On the proposal of Councillor S Tomlinson, seconded by Councillor M Tomlinson, it was AGREED:

"That the public and press be excluded from the meeting during consideration of the report relating to item number 5 on the agenda, *"2013/14 Pay and Grading and Introduction of Pay for Contribution"*, on the grounds that the report contained exempt information by virtue of Paragraph 4 of Schedule 12 A of the Local Government Act 1972.

### **33. 2013/14 PAY AND GRADING AND INTRODUCTION OF PAY FOR CONTRIBUTION**

During consideration of the report, and in response to Members' queries, Juli Oliver-Smith, Head of EK Human Resources, and Sue McGonigal, Chief Executive, gave the following assurances:

1. that implementation of the proposed scheme would not result in a net increase in the budget;
2. that full clarification would be given in letters to staff on protection and transition payments;
3. that no member of staff would have their current take-home pay reduced as a result of the scheme;
4. that no senior management team member would receive a pay rise as a result of the scheme;
5. upon implementation of the scheme, the Council would attain the status of a Living Wage employer, upon implementation of the scheme;
6. that staff could appeal on the basis of job descriptions not reflecting the duties of their posts or the market rate not being reflected in their salary benchmarking.

In response to a further query, the Chief Executive explained the rationale behind the car allowances scheme for senior managers.

On the proposal of Councillor Fenner, seconded by Councillor Poole, it was AGREED to adopt the recommendations as set out at Paragraph 10 of the report, namely:

1. Approve the proposed Pay & Reward Scheme as it applies to Senior Officers;  
and
2. Recommend to Full Council that the Pay Policy Statement for 2013/14 be approved.

Meeting concluded : 7.20 pm