

# CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES

## 2 MARCH 2015

**Chair:** \* Councillor David Perry

**Councillors:** \* Keith Ferry \* Graham Henson  
\* Susan Hall \* Barry Macleod-Cullinane

\* Denotes Member present

### 35. Membership

**RESOLVED:** To note that there were no nominee Members in attendance.

### 36. Declarations of Interest

**RESOLVED:** To note that there were no declarations of interests made by Members.

### 37. Minutes

**RESOLVED:** That the minutes of the meeting held on 19 February 2015 be taken as read and signed as a correct record.

### RESOLVED ITEMS

### 38. Senior Management Pay Scales

Members received a report of the Divisional Director of Human Resources and Shared Services which sought approval for changes to the Council's senior management pay scales.

The Divisional Director introduced the report and highlighted that no staff would currently be affected by the recommendations. He advised that the proposed changes should be implemented ahead of the planned senior management review in order to provide clarity about the grades and pay for any new senior management roles.

A Member expressed concern in relation transparency and the Pay Policy statement that the Council's policy was to minimise the senior management pay bill. The report proposed an increase in the top of the scale for the CD1 grade but the impact of this would not be known until the Chief Executive had presented the outcome of his senior management review. In response, the Chair stated that the administration was clear that the review was intended to reduce the senior management pay bill and that the report met transparency requirements as it was a public report.

A Member commented that the proposed changes addressed inconsistencies that had not been addressed through the terms and conditions review and it was timely to sort the CD1 grade now to avoid issues later. Another Member stated that the transparency concerns related to what the Administration may know about the Chief Executive's plans but the opposition did not and re-iterated that the Panel should not make a decision until the implications of the senior management review were known.

The Chair stated that the outcome of the review will be announced once complete and there was need to clarify the pay scales at this stage. In response to a question from a Member, the Divisional Director confirmed that market factor supplements should not be used to address grading issues and that none of the Corporate Directors was currently in receipt of a market factor supplement.

In response to a Member's query, the Chair confirmed that the pay scales would be implemented from the date the recommendation was agreed by the Panel.

Having been put to the vote it was

**RESOLVED:** That the revised senior management pay scales set out at Appendix B to the report be approved for implementation from 1 March 2015.

### **39. Remuneration Package of £100,000 or greater**

Members received a report of the Corporate Director of Resources which sought approval to a change to the role profile and remuneration for the Director of Legal and Governance Services.

The Corporate Director of Resources introduced the report and advised that the recommendation was based on a job evaluation that had been independently reviewed.

A Member commented that the report was based on good reasoning, that the Council's costs would be reduced and that it recognised the additional work

being undertaken by the Officer. Another Member commented that this reflected that Harrow was leading the way on shared services and the report illustrated how this was being progressed

**RESOLVED:** That the revised role profile attached at Appendix A to the report and change to the remuneration for the Director of Legal and Governance Services be approved, subject to Cabinet approval of the expansion of the legal practice.

#### **40. Exclusion of the Press and Public**

**RESOLVED:** That in accordance with Part I of Schedule 12A to the Local Government Act 1972, the press and public be excluded from the meeting for the following items for the reasons set out below:

<u>Item</u>	<u>Title</u>	<u>Reason</u>
7.	Severance Payments of £100,000 or Greater	Information under paragraph 1 (contains information relating to any individual).
8.	Severance Payments of £100,000 or Greater	Information under paragraph 1 (contains information relating to any individual).

#### **41. Severance Payments of £100,000 or Greater**

Members received a confidential report of the Divisional Director, Special Needs Services, Children and Families, which sought approval for a severance payment where the amount concerned was £100,000 or greater.

**RESOLVED:** That payment of the contractual and statutory payments to the employee who it was proposed would be made redundant, as set out in Appendices 1 and 2 to the report, be approved.

#### **42. Severance Payments of £100,000 or Greater**

Members received a confidential report of the Divisional Director, Environmental Services Delivery (Interim), Environment and Enterprise, which sought approval for a severance payment where the amount concerned was £100,000 or greater.

Members requested that their appreciation for the work of all staff who were being made redundant, many of whom had long service, be noted. A Member expressed concern that the Council was losing significant numbers of staff with experience that could not easily be replaced and that the Council needed to balance the need to reduce staff with the need to retain the experience to deliver the right outcomes for residents. The Chair agreed with the sentiments expressed and re-iterated the appreciation of the Panel for the work and many years of good service these staff had given.

**RESOLVED:** That payment of the contractual and statutory payments to the employee who it was proposed would be made redundant, as set out in Appendices A and B to the report, be approved.

(Note: The meeting, having commenced at 6.30 pm, closed at 7.04 pm).

(Signed) COUNCILLOR DAVID PERRY  
Chair