

**At a meeting of the PERSONNEL COMMITTEE held in the CIVIC CENTRE on THURSDAY, 23<sup>rd</sup> FEBRUARY, 2012 at 5.30 p.m.**

**Present:-**

Councillor Errington in the Chair

Councillors Gofton, Mordey, Speding, D. Trueman, H. Trueman, P.Watson, S. Watson, A. Wilson and Wood.

**Part I**

The Chairman advised the committee that the statement identifying the Localism Act 2011 – Pay Accountability Provisions report as potentially exempt, had been removed to allow the report to be considered in public. This would now be considered as Item 4a of the agenda.

**Apologies for Absence**

An apology for absence was submitted to the meeting on behalf of Councillor D. Smith.

**Declarations of Interest**

The following Councillors declared a personal interest in the report below as a Member of the body indicated:-

Item 4a – Localism Act 2011 – Pay Accountability Provisions	Councillor Mordey	Regional Pensions Committee
	Councillors Gofton, D. Trueman and H Trueman	Member of the Local Government Pension Scheme (LGPS)

**Report of the Meeting of the Personnel Committee, Part I**

The report of the meeting of the Personnel Committee held on 26 January, 2012 Part I (copy circulated) was submitted and consideration given thereto.

1. RESOLVED that the report of the meeting be noted, confirmed and signed as a correct record.

### **Report of the Meeting of the Appeals Panel, Part I**

The report of the meeting of the Appeals Panel held on 8 February, 2012 Part I (copy circulated) was submitted and consideration given thereto.

2. RESOLVED that the report of the meeting be noted for information.

### **Localism Act 2011 – Pay Accountability Provisions**

The Director of Human Resources & Organisational Development and the Executive Director of Commercial and Corporate Services submitted a joint report to set out the pay Implications of the Localism Act 2011 and recommending to Cabinet for approval the draft Pay Policy Statement, for subsequent adoption by Council and publication by 31 March 2012.

Members were advised that the relevant provisions of the Localism Act came into force on 15 January 2012. Section 38 of the Act required English and Welsh local authorities to produce an annual pay policy statement starting with 2012/13, setting out councils' policies for the financial year in relation to the remuneration of their senior staff/chief officers, the remuneration of their lowest-paid employees, and the relationship between the pay of chief officers and that of other employees.

The proposed draft Pay Policy Statement was appended to the report.

The Director of Human Resources and Organisational Development confirmed that no comments had been received from the Trade Unions.

In response to a question from Councillor Wood, members were advised that the Chief Executive's salary was a spot salary as opposed to a salary range.

3. RESOLVED that that the Personnel Committee endorse the pay implications of the Localism Act 2011 as set out in the report, and formally agreed the attached draft Pay Policy Statement for recommendation to Cabinet and adoption by Council and publication by 31 March 2012.

## **Local Government (Access to Information) (Variation Order) 2006**

At the instance of the Chairman, it was:-

4. RESOLVED that in accordance with Section 100(A)4 of the Local Government Act 1972, the public be excluded during consideration of the remaining business as it is considered to involve a likely disclosure of exempt information relating to an individual or information which is likely to reveal the identity of an individual or information relating to any consultations or negotiations, or contemplated consultations or negotiations in connection with any labour relations matters arising between the Authority and its employees (Local Government Act 1972, Schedule 12A, Part I, Paragraphs 1, 2 and 4).

(Signed) D. ERRINGTON,  
Chairman.

### **Note:-**

The above minutes comprise only those relating to items during which the meeting was open to the public.

Additional minutes in respect of other items are included in Part II.

