

Agenda

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

Date: Tuesday 16 June 2015
Time: 9.30 am
Venue: Mezzanine Room 3, County Hall, Aylesbury

Agenda Item	Page No
1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP	
2 DECLARATIONS OF INTEREST To disclose any Personal or Disclosable Pecuniary Interests	
3 MINUTES of the meeting held on Tuesday 19 th May 2015.	3 - 4
4 EXCLUSION OF THE PUBLIC To resolve to exclude the press and public from the meeting for the following agenda items pursuant to paragraph 4 of Part 1 of the Local Government (Access to Information) (Variation) Order 2006	
5 CONFIDENTIAL MINUTES of the meeting held on Tuesday 19 th May 2015.	5 - 8
6 BUCKS PAY AWARDS 2015/2016 The Committee is requested to: <ul style="list-style-type: none">• CONSIDER the information provided in this report and the verbal update• AGREE a pay award for Bucks Pay-CBP (employees and Senior Managers) Report to be presented by Sylvia Kershaw.	9 - 12
7 PAY POLICY STATEMENT The Committee is requested to: <ul style="list-style-type: none">• Review the draft pay policy statement;	13 - 20



INVESTOR IN PEOPLE



- **Confirm** that this can be submitted to Full Council for approval

Report to be presented by Sandy Ayton.

8 **RECRUITMENT AND RETENTION - TEE**

21 - 32

The Committee is requested to:

- **CONSIDER** the information provided in the report
- **APPROVE** the request to pay recruitment and retention allowances of up to £5000, for key business critical posts.

Report provided by Carly Evans.

9 **SENIOR MANAGER DSP REVIEW**

Report to be provided at the meeting, by Chris Williams.

10 **DATE OF NEXT MEETING**

Schedule for 2015/ 2016

- Thursday 16th July 2015 14.30pm, COMT Boardroom
- Tuesday 10th Nov 2015 10.00am, Mezzanine Room 3
- Tuesday 08th Dec 2015 10.00am, Mezzanine Room 3
- Tuesday 09th Feb 2016 10.00am, Mezzanine Room 3
- Tuesday 17th May 2016 10.00am, Mezzanine Room 3
- Tuesday 14th June 2016 10.00am, Mezzanine Room 3

If you would like to attend a meeting, but need extra help to do so, for example because of a disability, please contact us as early as possible, so that we can try to put the right support in place.

For further information please contact: Nichola Beagle on 01296 382662, email: njbeagle@buckscc.gov.uk

Members

Mr B Adams
Mr M Appleyard (VC)
Mr T Butcher
Mr J Chilver

Mrs A Davies
Mr M Tett (C)
Mr W Whyte

Minutes

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON TUESDAY 19 MAY 2015 IN MEZZANINE ROOM 3, COUNTY HALL, AYLESBURY, COMMENCING AT 9.30 AM AND CONCLUDING AT 11.55 AM.

MEMBERS PRESENT

Mr M Tett (in the Chair)

Mr B Adams, Mr M Appleyard, Mr T Butcher, Mr J Chilver and Mrs A Davies

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

Apologies were received from Peter Hardy.

2 DECLARATIONS OF INTEREST

Officers made a blanket Declaration of Interest regarding the item on Bucks Pay Awards.

3 MINUTES

The minutes of the meeting held on 10 February 2015 were agreed and signed as a correct record.

4 EXCLUSION OF THE PUBLIC

RESOLVED

That the press and public be excluded for the following item which is exempt by virtue of Paragraph 4 of Part 1 of Scheduled 12a of the Local Government Act 1972 because it contains information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the Authority or a Minister of the Crown and employees of, or office holders under, the Authority.

5 CONFIDENTIAL MINUTES

The Confidential Minutes of the meeting held on 10 February 2015 were agreed and signed as a correct record.



INVESTOR IN PEOPLE



6 BUCKS PAY AWARDS 2015/16

The Committee considered the report, which presented information regarding Bucks Pay CBP and the pay position for NHS and Adult Learning Tutor Employees for 2015/16. Following discussion, it was agreed that staff would be consulted on the following:

- Bucks Pay CBP pay range uplift to match the LGA 2.2% pay increase, the award for 'Exceeding' to be 40% of the difference between the Competent point and the Advanced point of each grade and twice this (i.e. 80%) for those achieving an 'Outstanding' DSP rating.
- NHS Employees on TUPE contracts would not be awarded the 1% NHS pay increase.
- Adult Learning Tutor Employees to be awarded a 1% pay increase.

7 APPROVED MENTAL HEALTH PROFESSIONAL UNSOCIAL HOURS SUPPLEMENTARY PAYMENT

The Committee considered the report, which presented the latest information relating to an out of hours supplementary payment for Approved Mental Health Professionals (AMHP).

Following discussion, it was agreed:

- **To approve an increase in the Unsocial Hours Supplementary Payment for out of hours AMHP employees to 20% of salary (6 posts).**

8 DATE OF NEXT MEETING

16th June 2015, 09.30am, Mezzanine Room 3, New County Offices.

CHAIRMAN

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

