

# Agenda

## *SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE*

**Date:** Wednesday 30 September 2015  
**Time:** 2.30 pm  
**Venue:** Mezzanine Room 1, County Hall, Aylesbury

<b>Agenda Item</b>	<b>Page No</b>
<b>1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP</b>	
<b>2 DECLARATIONS OF INTEREST</b> To disclose any Personal or Disclosable Pecuniary Interests	
<b>3 MINUTES</b> of the meeting held on 16 June 2015 to be agreed as a correct record and signed by the Chairman.	<b>3 - 4</b>
<b>4 EXCLUSION OF THE PUBLIC</b> 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	
<b>5 CONFIDENTIAL MINUTES</b> of the meeting held on 16 June 2015 to be agreed as a correct record and to be signed by the Chairman.	<b>5 - 10</b>
<b>6 REWARD STRATEGY- OPTIONS PAPER</b> Report to be presented by Sylvia Kershaw.	<b>11 - 30</b>
<b>7 DATE OF NEXT MEETING</b> The schedule for 2015/2016 meetings are as follows: <b>2015</b> 03 November @ 10.00am COMT Boardroom 08 December @ 10.00am Mezzanine 3 <b>2016</b> 09 February @ 10.00am Mezzanine 3 17 May @ 10.00am Mezzanine 3 14 June @ 10.00am Mezzanine 3	



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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](mailto: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 16 JUNE 2015 IN MEZZANINE ROOM 3, COUNTY HALL, AYLESBURY, COMMENCING AT 9.30 AM AND CONCLUDING AT 11.35 AM.**

### **MEMBERS PRESENT**

Mr M Tett (in the Chair)

Mr B Adams, Mr M Appleyard and Mr J Chilver

### **1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP**

Apologies were received from Timothy Butcher, Avril Davies, Warren Whyte and Gillian Quinton.

### **2 DECLARATIONS OF INTEREST**

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

### **3 MINUTES**

The public minutes of the meeting held on Tuesday 19<sup>th</sup> May were agreed by all as a correct record.

### **4 EXCLUSION OF THE PUBLIC**

That the press and public be excluded for the following item which is exempt by virtue of Paragraph 4 of Part 1 of Schedule 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 Tuesday 19<sup>th</sup> May were agreed by all as a correct record.



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**6 BUCKS PAY AWARDS 2015/2016**

The Committee received a verbal update on the report and the content was discussed.

**DECISION: The Pay Award 2015/2016 Bucks Pay Contribution Based Pay (CBP) was Agreed by the Committee.**

**7 PAY POLICY STATEMENT**

The Committee considered the report which reviewed the draft Pay Policy Statement.

**DECISION: It was agreed the Pay Policy Statement will be submitted to Full Council for approval.**

**8 RECRUITMENT AND RETENTION - TRANSPORT, ECONOMY, ENVIRONMENT BUSINESS UNIT (TEE)**

The Committee considered the report which presented information on the recruitment and retention plans for Transport, Economy and Environment Business Unit (TEE).

**DECISION: The Committee approved the use of a recruitment allowance of up to £5000 for the 7 posts specifically mentioned in the report.**

**The Committee declined the request to approve the retention allowance at this time and asked officers to return to a future meeting with a more detailed report for further discussion.**

**9 SENIOR MANAGER DELIVERING SUCCESSFUL PERFORMANCE (DSP) REVIEW**

In the closed session a verbal report was provided to Members on the End of Year Assessment and DSP rating for the Managing Directors, Director of Strategy and Policy and the Chief Executive Officer.

**DECISION: All Committee Members agreed with the assessment and ratings given to each Managing Director, the Director of Strategy and Policy and the Chief Executive Officer.**

**All Committee Members confirmed the appointment of the Managing Directors.**

**10 DATE OF NEXT MEETING**

The date of the next meeting being Thursday 16<sup>th</sup> July was agreed.  
*(Following the meeting it was agreed that the agreed date of 16<sup>th</sup> July would be moved to September 2015 due to a clash with Full Council).*

**CHAIRMAN**

**Signature.....**

**Date.....**

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

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of the Local Government Act 1972.

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