

# Agenda

## SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

**Date:** Tuesday 3 November 2015

**Time:** 10.30 am

**Venue:** COMT Board Room, Ireland Room, County Hall

Agenda Item	Time	Page No
1 <b>APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP</b>	10.30	
2 <b>DECLARATIONS OF INTEREST</b> To disclose any Personal or Disclosable Pecuniary Interests		
3 <b>MINUTES</b> of the meeting held on 30 September 2015 to be agreed as a correct record and signed by the Chairman.		3 - 4
4 <b>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		
5 <b>CONFIDENTIAL MINUTES</b> of the meeting held on 30 September 2015 to be agreed as a correct record and signed by the Chairman.		5 - 10
6 <b>ANNUAL PAY REVIEW - BACKGROUND REPORT ON CURRENT ECONOMIC CONTEXT</b> To be presented by Sylvia Kershaw and Sandy Ayton.	10.40	11 - 24
7 <b>BCC LGPS DISCRETIONS POLICY</b> Report to be presented by Bev Black.	11.15	25 - 30
8 <b>TRADE UNIONS REVIEW 2016/17 PAY CLAIM</b>	11.30	
8A <b>UNISON</b>		31 - 50



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UNISON update to be presented by Natalie Platts, Regional Organiser and Louise Whitney, UNISON Branch Secretary.

- |           |  |              |                |
|-----------|--|--------------|----------------|
| <b>8B</b> | <b>AEP UNION UPDATE</b>  |              | <b>51 - 52</b> |
|           | Written report attached for reference.   |              |                |
| <b>9</b>  | <b>REVIEW OF BUCKINGHAMSHIRE COUNTY COUNCIL RECRUITMENT ADVERTISING</b>        | <b>12.00</b> | <b>53 - 58</b> |
|           | Report to be presented by Vanessa Burgess.                                     |              |                |
| <b>10</b> | <b>DATE OF NEXT MEETING</b>  | <b>12.30</b> |                |
|           | The next meeting to be held on 08 December 2015 at 10am, NCO Mezzanine Room 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	Mrs A Davies
Mr M Appleyard (VC)	Mr M Tett (C)
Mr T Butcher	Mr W Whyte
Mr J Chilver	

# Minutes

## *SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE*

**MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON WEDNESDAY 30 SEPTEMBER 2015 IN MEZZANINE ROOM 1, COUNTY HALL, AYLESBURY, COMMENCING AT 2.35 PM AND CONCLUDING AT 4.30 PM.**

### **MEMBERS PRESENT**

Mr M Tett (in the Chair)

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

### **OFFICERS IN ATTENDANCE**

Ms G Quinton, Ms S Ayton, Mr R Schmidt, Ms N Beagle and Ms S Kershaw

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

There were no apologies.

#### **2 DECLARATIONS OF INTEREST**

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

#### **3 MINUTES**

The public minutes of the meeting held on 16 June 2015 were agreed to be a correct record and signed by the Chairman.

#### **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 Scheduled 12a of the Local Government Act 1972 because it contains the 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.



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**5 CONFIDENTIAL MINUTES**

The confidential minutes of the meeting held on 16 June 2015 were agreed to be a correct record and signed by the Chairman.

**6 REWARD STRATEGY- OPTIONS PAPER**

The Committee received a Contribution Based Pay verbal update with accompanying presentation, which had been requested at a previous meeting by the Committee.

**Reward Strategy - Options Paper**

The Committee considered the report which outlined potential options in relation to pay structures in order to increase flexibility in the approach to reward within Buckinghamshire County Council.

**DECISION: The Committee agreed that further investigation was required before a decision could be made. It was confirmed that further reports would be brought to a future meeting for discussion.**

**7 DATE OF NEXT MEETING**

It was confirmed that the next meeting would take place on 03 November 2015 at 10.00am.

The meeting closed at 16.30.

**CHAIRMAN**

**Signature**.....

**Date**.....

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of the Local Government Act 1972.

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