

# Minutes

## *SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE*

**MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON TUESDAY 3 NOVEMBER 2015 IN COMT BOARD ROOM, IRELAND ROOM, COUNTY HALL, COMMENCING AT 10.35 AM AND CONCLUDING AT 1.00 PM.**

### **MEMBERS PRESENT**

Mr M Tett (in the Chair)

Mr B Adams, Mr M Appleyard and Mr W Whyte

### **OFFICERS IN ATTENDANCE**

Ms G Quinton, Ms S Ayton, Ms F Mills, Mr R Schmidt, Ms N Beagle, Sylvia Kershaw, Ms L Whitney, Burgess and Platts

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

Apologies were received from Bev Black, Tim Butcher, John Chilver, Avril Davies, Chris Williams and Sarah Ashmead.

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

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

#### **3 MINUTES**

The public minutes of the meeting held on 30 September 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 Schedule 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 officer holders under the Authority.



INVESTOR IN PEOPLE



**5 CONFIDENTIAL MINUTES**

The confidential minutes of the meeting held on 30 September 2015 were agreed to be a correct record and signed by the Chairman.

**6 ANNUAL PAY REVIEW - BACKGROUND REPORT ON CURRENT ECONOMIC CONTEXT**

The Committee discussed the report, presented by Sylvia Kershaw.

**RECOMMENDATIONS for National Living Wage**

**Schools**

AGREE the options to be presented to Schools Stakeholders to address NLW implications

**DECISION:**

**The Committee agreed that both options should be presented to schools stakeholder groups for consultation, with a recommendation from SABPAC towards Option B.**

**Bucks CBP**

AGREE the approach for CBP range 1A in order to ensure compliance with NLW in April 2016.

**DECISION: The Committee agreed with Option C in the paper.**

**Bucks Pay (1990)**

AGREE the approach for Bucks Pay (1990) in order to ensure compliance with NLW in April 2016.

**DECISION:**

**The Committee asked Officers to meet with our recognised Trade Unions to discuss the options for this group of employees.**

**7 BCC LGPS DISCRETIONS POLICY**

The Committee discussed the report, presented by Frances Mills.

**DECISION**

**Following discussion of the paper, the Committee agreed with the proposed changes to the Council's criteria for flexible retirement.**

**8 TRADE UNIONS REVIEW 2016/17 PAY CLAIM**

**(i) UNISON**

The Committee discussed the report, presented by Nicola Platt and Louise Whitney.

**(ii) AEP UNION UPDATE**

The written AEP submission was discussed by the Committee.

**9 REVIEW OF BUCKINGHAMSHIRE COUNTY COUNCIL RECRUITMENT ADVERTISING**

The Committee discussed the report, presented by Vanessa Burgess.

**10 DATE OF NEXT MEETING**

8 December 2015.

**CHAIRMAN**

