

Minutes

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON TUESDAY 8 DECEMBER 2015 IN MEZZANINE ROOM 3, COUNTY HALL, AYLESBURY, COMMENCING AT 10.05 AM AND CONCLUDING AT 11.35 AM.

MEMBERS PRESENT

Mr M Tett (in the Chair)

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

OFFICERS IN ATTENDANCE

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

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

Apologies were received from Mike Appleyard and Sandy Ayton.

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 03 November 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.

5 CONFIDENTIAL MINUTES



INVESTOR IN PEOPLE



The confidential minutes of the meeting held on 03 November 2015 were agreed to be a correct record and signed by the Chairman.

6 ANNUAL PAY REVIEW

RECOMMENDATIONS

AGREE a pay position for Bucks Pay Schools for 2016/17 on which to consult school employees directly.

DECISION: Based on feedback from Schools Management, the Committee supported a 1% pay increase across all ranges, as the position on which to consult school support employees directly.

AGREE an approach for Bucks Pay (1990).

DECISION: The Committee agreed to approach our recognised Trades Unions, in order to seek a negotiated collective agreement on the move of employees on BP (1990) to BP (CBP).

7 RECOGNITION PAYMENTS

RECOMMENDATION

CONSIDER whether a Recognition Award Scheme, with clearly defined criteria and maximum amounts payable should be introduced.

DECISION: The Committee decided not to introduce a Recognition Award scheme.

(i) OPTIONS FOR POST OF CHIEF EXECUTIVE

Purpose of the report:

Review the options within the paper and process to recruit to the post of Chief Executive.

Approve the salary payable on appointment of the post.

DECISION: The Committee decided to retain the Chief Executive role with a revised salary package based on market rates.

8 DATE OF NEXT MEETING

The next meeting to be held on 09 February 2016, 10.00-12.00 Mezzanine Room 3, County Hall.

CHAIRMAN