

# Agenda

## *SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE*

**Date:** Tuesday 9 February 2016  
**Time:** 10.00 am  
**Venue:** Mezzanine Room 3, County Hall, Aylesbury

<b>Agenda Item</b>	<b>Time</b>	<b>Page No</b>
<b>1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP</b>	<b>10:00</b>	
<b>2 DECLARATIONS OF INTEREST</b> To disclose any Personal or Disclosable Pecuniary Interests		
<b>3 MINUTES</b> of the meeting held on 08 December 2015 to be agreed as a correct record and signed by the Chairman.		<b>5 - 6</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 08 December 2015 to be agreed as a correct record and signed by the Chairman.		<b>7 - 12</b>
<b>6 MARKET ADJUSTMENTS</b> To be presented by Sylvia Kershaw.	<b>10:05</b>	<b>13 - 26</b>
<b>7 ANNUAL PAY REVIEW</b> To be presented by Sandy Ayton.	<b>10:25</b>	<b>27 - 38</b>
<b>8 CHILDREN'S SOCIAL CARE ALLOWANCES</b> To be presented by Kathleen Ann Begen.	<b>10:45</b>	<b>To Follow</b>



INVESTOR IN PEOPLE



<b>9</b>	<b>REWARD STRATEGY SENIOR MANAGER PAY</b> To be presented by Sylvia Kershaw.	<b>11:05</b>	<b>39 - 54</b>
<b>10</b>	<b>INTERIM CEO APPOINTMENT</b> To be presented by Martin Tett.	<b>11:45</b>	<b>55 - 66</b>
<b>11</b>	<b>DATE OF NEXT MEETING</b> 17 May 2016, 10:00- 12:30, Mezzanine 3  14 June 2016, 10:00 - 12.30, Mezzanine 3  29 Sept 2016, 10:00 - 12:30, TBC  03 Nov 2016, 14.00 - 16.00, Mezzanine 1  15 Dec 2016, 10:00 - 12:00, Mezzanine 2	<b>12:15</b>	

**EXTENDED SESSION 12.30 - 13.30**

Members Required Only

A short masterclass on executive appointments will be held, in preparation for the CEO position Interviews. This will include some refreshers on interviewing skills and plans for the Assessment Days on 14th and 15th April for the CEO interviews. The session will run for an hour once business has closed from the main meeting and will be facilitated by Hamish Davidson, Davidson Partners and Jenny O'Neill, Resourcing Manager.

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 M Tett (C)	Mr J Chilver
Mr M Appleyard (VC)	Mrs A Davies
Mr B Adams	Mr W Whyte
Mr T Butcher	

# 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**

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



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

Document is Restricted

