

# Minutes

## *SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE*

**MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON TUESDAY 9 FEBRUARY 2016 IN MEZZANINE ROOM 3, COUNTY HALL, AYLESBURY, COMMENCING AT 10.05 AM AND CONCLUDING AT 12.45 PM.**

### **MEMBERS PRESENT**

Mr M Tett (in the Chair)

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

### **IN ATTENDANCE**

Ms N Beagle, Ms G Quinton, Ms S Ayton, Ms F Mills, Mr R Schmidt, Ms S Kershaw,  
Mr L Ashton

Mr C Adams (public session only)

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

There were no apologies. Councillor Chris Adams attended for the public part of the meeting.

### **2 DECLARATIONS OF INTEREST**

Officers made a blanket declaration of interest regarding the item on Bucks Pay.

### **3 MINUTES**

The minutes of the meeting held on 08 December 2015 were agreed to be a correct record by the committee 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 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



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under the Authority.

The Committee confirmed that non committee Members should not be present for the private section of the meeting.

## **5 CONFIDENTIAL MINUTES**

The confidential minutes of the meeting held on 08 December 2015 were agreed to be a correct record and signed by the Chairman.

## **6 MARKET ADJUSTMENTS**

The Committee considered the report which outlined issues in recruiting and retaining specific “hard to fill” posts and agreed to introduce supplementary pay ranges which include a market factor for specified roles.

## **7 ANNUAL PAY REVIEW**

The Committee considered the report which provided the latest information on the national economic context and pay in the public sector generally along with a summary of the consultation feedback. The Committee agreed pay positions for Bucks Pay-Schools, Adult Learning Tutors and employees who had Tupe'd from the NHS to Buckinghamshire County Council.

## **8 CHILDREN'S SOCIAL CARE ALLOWANCES**

This item was deferred and would be discussed by the Committee on 02 March 2016.

## **9 REWARD STRATEGY SENIOR MANAGER PAY**

The Committee agreed that a revised pay scheme for some senior manager posts should be introduced on a trial basis.

## **10 INTERIM CEO APPOINTMENT**

The Committee agreed to recommend that Neil Gibson, Managing Director (Transport, Environment and Economy) be appointed as Interim Chief Executive with effect from 01 April 2016. This recommendation was to go to full Council on 18 February 2016.

## **11 DATE OF NEXT MEETING**

A private session for Members would be held on 02 March 2016 to discuss the Children's Social Care Allowances item which had been deferred at today's meeting. The next scheduled meeting would then be held on 17 May 2016.

**CHAIRMAN**