

# Minutes

## *SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE*

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**MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON TUESDAY 17 MAY 2016 IN MEZZANINE ROOM 3, COUNTY HALL, AYLESBURY, COMMENCING AT 10.00 AM AND CONCLUDING AT 12.25 PM.**

### **MEMBERS PRESENT**

Mr M Tett (in the Chair)

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

### **IN ATTENDANCE**

Mr L Ashton, Ms G Quinton, Ms S Ayton, Ms F Mills, Mr R Schmidt, Ms S Kershaw, Mr C Adams (part), Ms C Douch (part), Ms N Khan and Ms J Parker

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

Apologies were received from Mr J Chilver.

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

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

#### **3 MINUTES**

The minutes of the meetings held 9 February 2016, the supplementary meeting held 2 March 2016, and special SABPAC meeting held 15 April 2016 were agreed as accurate records 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 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 meetings held 9 February 2016 and the supplementary meeting held 2 March 2016 were agreed as accurate records and signed by the Chairman.

## **6 ANNUAL PAY REVIEW**

The Committee considered the report provided and held a discussion on the Annual Pay Review.

### **RESOLVED:**

- 1. The Committee AGREED a pay position on which to consult Bucks Pay (CBP) employees.**
- 2. The Committee RATIFIED the appointment to the role of Director of Transport Services.**
- 3. The Committee AGREED the future steps to be taken for roles within BCC which were not paid on CBP pay ranges.**
- 4. The Committee AGREED the review of the Coroner's Pay**

## **7 PERSONAL CONTRACTS PAY BUDGET UPDATE**

The Committee considered the report provided and a discussion was held on Personal Contracts and how they were to be accommodated in to the pay budget.

### **RESOLVED**

**The Committee AGREED how spot salaries for senior managers would be accommodated in to pay budgets.**

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

The Committee considered the report provided which outlined issues in the recruiting and retaining of social work staff.

**RESOLVED**

The Committee **AGREED** the basis on which to continue to enhance the remuneration package for **Social Work** roles.

**9 DSP RATINGS FOR SENIOR MANAGERS**

The Committee discussed DSP ratings for Senior Managers.

**RESOVLED**

The Committee **APPROVED** the performance (DSP) ratings for **Senior Managers**.

**10 DATE OF NEXT MEETING**

14 June 2016 at 10 a.m. in COMT Boardroom, NCO  
*Please note change of venue due to a change of date to the Development Control Committee which requires the Mezzanine rooms.*

**CHAIRMAN**