

Agenda

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

Date: Thursday 9 February 2017
Time: 10.00 am
Venue: Large Dining Room, Judges Lodgings,
Aylesbury

Agenda Item	Time	Page No
1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP	10:00	
2 DECLARATIONS OF INTEREST To disclose any Personal or Disclosable Pecuniary Interests		
3 MINUTES For the Minutes of the meeting held on 7 and 15 December 2016 to be agreed as an accurate record and signed by the Chairman.		3 - 6
4 EXCLUSION OF THE PUBLIC 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		
5 CONFIDENTIAL MINUTES For the Minutes of the meeting held on 15 December 2016 to be agreed as an accurate record and signed by the Chairman.		7 - 8
6 ANNUAL PAY REVIEW To consider the report and recommendations relating to the Annual Pay Review.	10:10	9 - 16
7 DSP EQUALITIES REVIEW To consider the report and recommendations relating to the DSP Equalities Review.	10:30	17 - 28
8 CHILDREN'S SOCIAL WORKERS - REVIEW OF RECRUITMENT & RETENTION PACKAGES	11:00	29 - 36

To consider the report and recommendations relating to the Children's Social Workers Review of Recruitment and Retention Packages.

9 DATE OF NEXT MEETING

The next meeting is on Tuesday 30 May 2017 at 2pm.

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: Kristi Bhanja on 01296 531024, email: kbhanja@buckscc.gov.uk

Members

Mr M Tett (C)
Mr M Appleyard
Mr B Adams
Mr T Butcher (VC)

Mr J Chilver
Mrs A Davies
Mr W Whyte

Minutes

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON WEDNESDAY 7 DECEMBER 2016 IN OCB BOARD ROOM, IRELAND ROOM, COUNTY HALL, COMMENCING AT 3.45 PM AND CONCLUDING AT 4.15 PM.

MEMBERS PRESENT

Mr M Tett (in the Chair)

Mr M Appleyard, Mr B Adams, Mr J Chilver and Mrs A Davies

IN ATTENDANCE

Ms G Quinton and Ms R Shimmin

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

Apologies were received from Mr T Butcher and Mr W Whyte.

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 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.

4 RECOMMENDATION FOR APPOINTMENT OF MANAGING DIRECTOR, COMMUNITIES, HEALTH AND ADULT SOCIAL CARE

The Committee discussed the results of the interview process for the role of the Managing Director, Communities, Health and Adult Social Care. Two candidates were interviewed and underwent a rigorous and challenging assessment centre process.



Committee members discussed the candidates in relation to the requirements for the role.

The Committee agreed unanimously that the preferred candidate, who should be offered the role of Managing Director (Communities, Health and Adult Social Care), in accordance with the delegated powers granted to this committee by Council, was Sheila Norris.

RESOLVED

- 1. To recommend Sheila Norris to be appointed to the post of Managing Director, Communities, Health and Adult Social Care.**
- 2. To agree to offer the post on a salary that was within the salary range previously agreed for the recruitment process.**

5 DATE OF NEXT MEETING

The next meeting is on Thursday 15 December at 10:00am in Mezzanine 2.

CHAIRMAN

Buckinghamshire County Council

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Minutes

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON THURSDAY 15 DECEMBER 2016 IN MEZZANINE ROOM 2, COUNTY HALL, AYLESBURY, COMMENCING AT 10.02 AM AND CONCLUDING AT 10.21 AM.

MEMBERS PRESENT

Mr M Tett (in the Chair)

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

IN ATTENDANCE

Ms G Quinton, Ms S Ayton, Mr R Schmidt, Ms S Kershaw and Ms K Bhanja

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

Apologies were received from Mr M Appleyard and Mr W Whyte.

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 MINUTES

The minutes of the meeting of 3 November 2016 were agreed as a correct record and signed by the Chairman.

4 EXCLUSION OF THE PUBLIC

RESOLVED

That the press and public be excluded for the following items which are exempt by virtue of paragraph 4 of Part 1 of Schedule 12a of the Local Government Act 1972 because they contain 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.



5 CONFIDENTIAL MINUTES

The exempt minutes of the meeting of 3 November 2016 were agreed as a correct record and signed by the Chairman.

6 ANNUAL PAY REVIEW (NON CBP)

The Committee discussed the detailed report.

RESOLVED

The Committee AGREED a pay award for Bucks Pay (Services), Range 1A for 2017/18.

The Committee AGREED a provisional pay award for Bucks Pay (Schools) on which to consult school support employees directly.

7 SENIOR MANAGER RESOURCING

The Committee discussed a detailed report.

RESOLVED

The Committee CONSIDERED the information provided in the report.

The Committee AGREED to authorise the resourcing for the role of Director of Education and Early Help on a spot salary within the Exec 3 salary range (£90k - £120k).

8 DATE OF NEXT MEETING

The next meeting will be held on Thursday 9 February 2017 at 10:00am.

CHAIRMAN

By virtue of paragraph(s) 4 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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