

Agenda

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

Date: Tuesday 30 May 2017

Time: 2.00 pm

Venue: Large Dining Room, Judges Lodgings,
Aylesbury

Agenda Item	Time	Page No
1 ELECTION OF CHAIRMAN For the Committee to elect the Chairman of the Senior Appointments and Bucks Pay Award Committee.	14:00	
2 APPOINTMENT OF VICE CHAIRMAN For the Committee to appoint the Vice Chairman of the Senior Appointments and Bucks Pay Award Committee.		
3 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP		
4 DECLARATIONS OF INTEREST To disclose any Personal or Disclosable Pecuniary Interests.		
5 MINUTES For the Minutes of the meetings held on 9 February and 27 March 2017 to be agreed as an accurate record and signed by the Chairman.		5 - 10
6 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		
7 CONFIDENTIAL MINUTES For the Minutes of the meetings held on 9 February and 27 March 2017 to be agreed as an accurate record and signed by the Chairman.		11 - 16

8	BUCKS CARE To consider the report and recommendations relating to Bucks Care.	14:10	17 - 36
9	PAY REVIEW (CBP) To consider the report and recommendations relating to the Pay Review (CBP).	14:35	37 - 44
10	RECRUITMENT To consider the report and recommendations relating to Recruitment.	15:15	45 - 56
11	FOSTERING FRIENDLY EMPLOYER To consider the report and recommendations relating to Fostering Friendly Employer.	15:30	57 - 66
12	EXIT PAYMENTS To consider the report and recommendations relating to Exit Payments.	15:45	67 - 70
13	DATE OF NEXT MEETING The next meeting will be held on Thursday 1 June 2017 at 4pm until 4.30pm in the One Council Boardroom, County Hall, Aylesbury (special meeting). Future meetings: Thursday 22 June 2017 at 10.00am in Mezzanine 1, County Hall, Aylesbury. Friday 23 June 2017 at 4.15pm in The Holiday Inn, Aston Clinton, Aylesbury (special meeting).		

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 S Bowles
Mr T Butcher
Mr R Reed
Mr M Shaw

Mr M Tett
Mr W Whyte
Mr S Lambert

Minutes

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON THURSDAY 9 FEBRUARY 2017 IN LARGE DINING ROOM, JUDGES LODGINGS, AYLESBURY, COMMENCING AT 10.04 AM AND CONCLUDING AT 11.41 AM.

MEMBERS PRESENT

Mr M Tett (in the Chair)

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

IN ATTENDANCE

Ms F Mills, Mr R Schmidt, Ms S Kershaw and Ms K Bhanja

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

Apologies had been received from Ms G Quinton and Mr W Whyte.

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 MINUTES

The minutes of 7 and 15 December 2016 were confirmed as an accurate 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 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 confidential minutes of 15 December 2016 were confirmed as an accurate record and signed by the Chairman.

6 ANNUAL PAY REVIEW

The Committee discussed a detailed report.

RESOLVED

The Committee **CONSIDERED** the information provided in the report and **AGREED** pay positions for Bucks Pay (Schools), and employees who had Tupe'd from the NHS to BCC.

DEFERRED

Decisions on other TEE and CHASC Tupe'd employees was **DEFERRED** until the next meeting when further information would be available.

7 DSP EQUALITIES REVIEW

The Committee discussed a detailed report.

RESOLVED

The Committee **CONSIDERED** the information in the report and **AGREED** with the next steps which had been identified

8 CHILDREN'S SOCIAL WORKERS - REVIEW OF RECRUITMENT & RETENTION PACKAGES

The Committee discussed a detailed report.

RESOLVED

The Committee **CONSIDERED** the information provided in the report.

The Committee **AGREED** to maintain the current attraction and retention payments for Children's Social Workers and Social Work Managers until 31 March 2018.

9 DATE OF NEXT MEETING

The next meeting will be held on Tuesday 30 May 2017 at 2pm.

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 MONDAY 27 MARCH 2017 IN OCB BOARD ROOM, IRELAND ROOM, COUNTY HALL, COMMENCING AT 8.32 AM AND CONCLUDING AT 9.09 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

IN ATTENDANCE

Ms G Quinton, Mr H Peart, Ms R Shimmin and Ms K Bhanja

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

There were no apologies received.

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 items which are exempt by virtue of paragraph 11 or Part 1 of the Schedule 12A of the Local Government Act 1972 because it contains information relating to an individual about consultation and negotiations on labour relations matters.

4 CONFIDENTIAL EMPLOYMENT ISSUE

The Committee discussed the detailed report.

RESOLVED

The Committee CONSIDERED a confidential report, and after discussion AGREED the Officer recommendations.

5 DATE OF NEXT MEETING



The next meeting would be held on 30 May 2017 at 10:00am in the Large Dining Room, Judges Lodgings.

CHAIRMAN

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

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