

Agenda

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

Date: Thursday 22 June 2017
Time: 10.00 am
Venue: Mezzanine Room 1, County Hall, 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 meetings held on 30 May and 1 June 2017 to be agreed as an accurate record and signed by the Chairman.		5 - 10
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 Confidential Minutes of the meetings held on 30 May and 1 June 2017 to be agreed as an accurate record and signed by the Chairman.		11 - 16
6 FOSTERING FRIENDLY EMPLOYER UPDATE To consider the report and recommendations relating to Fostering Friendly Employer.	10:10	17 - 26
7 CBP PAY REVIEW To consider the report and recommendations relating to CBP Pay Review.	10:25	27 - 40

8	EXECUTIVE BAND PAY REVIEW To consider the report and recommendations relating to Executive Band Pay Review.	10:40	41 - 48
9	PAY POLICY To consider the report and recommendations relating to Pay Policy.	10:55	49 - 54
10	EDUCATIONAL PSYCHOLOGISTS - REVIEW OF RECRUITMENT AND RETENTION PAYMENTS To consider the report and recommendations relating to Educational Psychologists (Review of Recruitment and Retention Payments).	11:15	55 - 70
11	FLEXIBLE RETIREMENT PROPOSAL – EXECUTIVE DIRECTOR To consider the report and recommendations relating to Flexible Retirement Proposal – Executive Director.	11:30	71 - 82
12	REVISED LGPS DISCRETIONARY POLICY To consider the report and recommendations relating to Revised LGPS Discretionary Policy.	11:45	83 - 90
13	DATE OF NEXT MEETING The next meeting will be held on 12 July 2017, exact time to be confirmed (special meeting for recruitment of Managing Director for Children’s Services). Future meeting: 28 September 2017 at 10am.		

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 (VC)
Mr M Shaw

Mr M Tett (C)
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 TUESDAY 30 MAY 2017 IN LARGE DINING ROOM, JUDGES LODGINGS, AYLESBURY, COMMENCING AT 2.25 PM AND CONCLUDING AT 4.20 PM.

MEMBERS PRESENT

Mr M Tett (in the Chair)

Mr R Reed and Mr M Shaw

IN ATTENDANCE

Ms G Quinton, Ms S Ayton, Ms F Mills, Mr R Schmidt, Ms K Bhanja, Mr A Decrop, Ms I Ellison, Mr M Green, Ms S Norris (Managing Director, Communities, Health and Adult Social Care), Ms J Parker (Bucks County Council) and Mr J Rogers and Mr R Schmidt.

1 ELECTION OF CHAIRMAN

It was proposed and duly seconded that Mr M Tett be elected Chairman of the Committee for the ensuing year.

RESOLVED

That Mr M Tett be elected Chairman of the Senior Appointments and Bucks Pay Award Committee for the ensuing year.

2 APPOINTMENT OF VICE CHAIRMAN

It was proposed and duly seconded that Mr R Reed be appointed Vice-Chairman of the Committee for the ensuing year.

RESOLVED

That Mr R Reed be appointed Vice-Chairman of the Senior Appointments and Bucks Pay Award Committee for the ensuing year.

3 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP



Apologies had been received from Mr S Bowles, Mr T Butcher, Mr S Lambert and Mr W Whyte.

4 DECLARATIONS OF INTEREST

Members and officers made a blanket Declaration of Interest regarding the item on Bucks Pay Review.

Ms S Norris, who was present for the item 8 relating to Buckinghamshire Care Ltd declared an interest that she was the Director for Buckinghamshire Care Ltd.

5 MINUTES

The minutes from the meetings held on 9 February 2017 and 27 March 2017 were agreed as an accurate record and signed by the Chairman.

6 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.

7 CONFIDENTIAL MINUTES

The confidential minutes from the meetings held on 9 February 2017 and 27 March 2017 were agreed as an accurate record and signed by the Chairman.

8 BUCKS CARE

The Committee discussed the detailed report.

RESOLVED

The Committee AGREED:

The approach to business mileage rates for TUPE'd Buckinghamshire Care Ltd employees.

The approach to the pay review for TUPE'd Buckinghamshire Care Ltd employees.

9 PAY REVIEW (CBP)

The Committee discussed the report on Bucks Pay Award in detail.

RESOLVED

The Committee **AGREED** the 2017/18 pay position on which to consult Bucks Pay (CBP) employees.

The Committee **AGREED** the 2017/18 pay position for Buckinghamshire Care Ltd (TUPE) employees.

The Committee **AGREED** the 2017/18 pay position for Adult Learning Tutors.

10 RECRUITMENT

The Committee discussed the detailed report.

RESOLVED

The Committee **AGREED** the recommendations for recruitment payments.

11 FOSTERING FRIENDLY EMPLOYER

The Committee discussed the detailed report.

RESOLVED

The Committee **CONSIDERED** the report and **REQUESTED** that further evidence based information be provided and the item return to the Senior Appointments and Bucks Pay Award Committee on 22 June 2017.

12 EXIT PAYMENTS

The Committee discussed the detailed report.

RESOLVED

The Committee **NOTED** the report and the lack of clarity from the Government around the proposed areas of change with regard to exit payments and that Officers would advise the Senior Appointments and Bucks Pay Award Committee once there was certainty of the changes proposed.

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).

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 1 JUNE 2017 IN OCB BOARD ROOM, IRELAND ROOM, COUNTY HALL, COMMENCING AT 4.02 PM AND CONCLUDING AT 4.37 PM.

MEMBERS PRESENT

Mr M Tett (in the Chair)

Mr R Reed, Mr M Shaw and Mr S Lambert

IN ATTENDANCE

Ms R Shimmin and Ms K Bhanja

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

Apologies had been received from Mr T Butcher and Mr W Whyte.

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 EXCLUSION OF THE PUBLIC

RESOLVED

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 TIER 2 DSP RATINGS

The Committee discussed the DSP ratings for the Senior Management Team.

RESOLVED

The Committee ENDORSED the DSP ratings for the Chief Executives' Senior Management Team.



The Committee discussed the DSP rating for the Chief Executive.

RESOLVED

The Committee ENDORSED the DSP ratings for the Chief Executive.

5 DATE OF NEXT MEETING

The next meeting will be on 22 June 2017 at 10am.

CHAIRMAN

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

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