

# 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 THURSDAY 8 FEBRUARY 2018 IN CMT BOARD ROOM, IRELAND ROOM, COUNTY HALL, COMMENCING AT 10.00 AM AND CONCLUDING AT 11.25 AM.**

### **MEMBERS PRESENT**

Mr M Tett (in the Chair)

Mr T Butcher, Mr R Reed, Mr M Shaw, Mr W Whyte and Mr S Lambert

### **IN ATTENDANCE**

Ms D Clarke, Ms S Ayton, Mr R Schmidt, Mrs S Ashmead, Miss S Murphy-Brookman and Miss L Dale

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

Apologies had been received from Mr R Ambrose, Director of Finance & Assets.

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

There were none

#### **3 MINUTES**

The minutes of the meeting held on 7 December 2017 were agreed as an accurate record and signed by the Chairman.

#### **4 EXCLUSION OF THE PUBLIC**

#### **5 CONFIDENTIAL MINUTES**

The confidential minutes of the meeting held on 7 December 2017 were agreed as an accurate record and signed by the Chairman.

#### **6 INDEPENDENT REMUNERATION PANEL MEMBERS APPOINTMENT**

A verbal update was provided by Mr R Reed, Vice Chairman, and Ms S Turnbull, Head

of Democratic Services.

**RESOLVED**

**The Committee AGREED to the appointment of two Independent Remuneration Panel Members.**

**The Committee AGREED to a third candidate.**

**The Committee AGREED to delegate authority to Ms S Turnbull and Mr R Reed to appoint a candidate to the role, given that a full interview would be conducted and any issues would be discussed with Members.**

**7 ANNUAL PAY REVIEW**

Ms S Ayton, Lead Reward Consultant, and Ms S Murphy-Brookman, Interim Head of Resourcing & Reward, presented a report and gave a verbal update on the Annual Pay Review.

**RESOLVED**

**The Committee NOTED the report and made recommendations for the Annual Pay Review.**

**8 CONTRIBUTION BASED PAY SIMPLIFICATION**

Ms Murphy-Brookman, Interim Head of Resourcing & Reward, presented her report and gave a verbal update on Contribution Based Pay.

**RESOLVED**

**The Committee NOTED the report and made recommendations for the Contribution Based Pay simplification.**

**9 DATE OF NEXT MEETING**

10 May 2018, 10.00am, Mezzanine Room 1, County Hall

**CHAIRMAN**