

Minutes

SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE

MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON THURSDAY 10 MAY 2018 IN MEZZANINE ROOM 1, COUNTY HALL, AYLESBURY, COMMENCING AT 10.00 AM AND CONCLUDING AT 12.00 PM.

MEMBERS PRESENT

Mr M Tett (in the Chair)

Mr T Butcher, Mr R Reed and Mr W Whyte

IN ATTENDANCE

Ms S Ayton, Mr R Schmidt, Ms R Shimmin, Mrs S Murphy-Brookman, Ms R Bennett, Ms J Parker (Bucks County Council) and Ms G Quinton (Buckinghamshire County Council)

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

Apologies were received from Mr S Lambert, Mr S Bowles and Mr M Shaw.

2 DECLARATIONS OF INTEREST

There were none.

3 MINUTES

RESOLVED: The minutes of the meeting held on 8 February 2018 were **AGREED** as a correct record and signed by the Chairman.

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 SENIOR RECRUITMENT PROPOSALS

Ms S Murphy-Brookman, Director of HR & OD and Ms R Shimmin, Chief Executive presented the report to Members of the Committee.

The Committee were requested to:

- **CONSIDER** the information provided in this report;
- **AGREE** the proposed permanent recruitment to the post of Executive Director CHASC and Executive Director Resources.

RESOLVED: The Committee AGREED the permanent recruitment to the post of Executive Director CHASC and Executive Director Resources.

6 CBP SIMPLIFICATION

Ms Murphy-Brookman updated the committee that two sessions had been held with employee representatives and subject to the view of the committee, the simplified CBP process would be trialled with a number of staff.

The Committee were requested to:

- **CONSIDER** the slides presented and feedback their views.

RESOLVED: The committee NOTED the update report and requested an update report back following trialling with members of staff.

ACTION: Ms Murphy-Brookman

7 TUPE GROUPS UPDATE

Ms G Quinton, Executive Director for Communities, Health and Adult Social Care (CHASC) and Ms Murphy-Brookman, Director of HR & OD, attended the meeting to present an update with information concerning the review of TUPE group terms and conditions.

RESOLVED: The Committee AGREED that Direct Care Staff would not be offered to move to CBP but would be awarded any basic pay rise percentage in line with the CBP satisfactory performance.

RESOLVED: The Committee AGREED that no pay award would be given to Harrow TUPE employees not on Bucks pay but they should be encouraged to transfer to BCC-CBP

RESOLVED: The Committee AGREED that no pay award would be given to the remaining TUPE employees not on Bucks pay but they should be encouraged to transfer to BCC-CBP.

8 PAY REVIEWS- CBP, ADULT LEARNING TUTORS, AND INFORMATION ABOUT APPRENTICESHIPS

Ms Ayton presented the report to the committee outlining Pay Reviews- CBP, Adult learning Tutors, and information about Apprenticeships.

RESOLVED: The Committee NOTED the report

9 SENIOR SALARIES > £100K

Ms Ayton presented the report to the committee which outlined three senior posts and an additional addendum (appended to the minutes) to agree a fourth.

RESOLVED: The Committee AGREED the recommendations as set out in the report.

10 CHRISTMAS OFFICE HOURS

Ms Murphy-Brookman presented the report which proposed to mandate the 24th December 2018 as a day's leave with contingency staffing in place for core and customer facing areas.

RESOLVED: The Committee AGREED the recommendation.

11 CONFIDENTIAL MINUTES

RESOLVED: The confidential minutes of the meeting held on 8 February 2018 were AGREED (with the changes outlined) as a correct record and signed by the Chairman.

12 DATE OF NEXT MEETING

6 June 2018, 1.45pm, Large Meeting Room, The Bucks Suite

CHAIRMAN

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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