

CHILTERN DISTRICT COUNCIL

MINUTES of the Meeting of the PERSONNEL COMMITTEE held on 3 DECEMBER 2014

PRESENT: Councillor M R Smith - Chairman

Councillors: S P Berry
Mrs J A Burton
Mrs I A Darby
P J Hudson
D W Phillips
N M Rose
M Stannard

APOLOGIES FOR ABSENCE were received from Councillor Miss P A Appleby

61 MINUTES

The Minutes of the meeting held on 8 October 2014 were agreed by the Committee and signed by the Chairman as a correct record.

62 DECLARATIONS OF INTEREST

There were no declarations of interest.

63 EMPLOYEE PAY AWARD

The Committee were asked to agree recommendations on the pay levels for Officers employed by Chiltern District Council below Head of Service level whose pay was determined locally to cover the time period April 2014 to March 2016. This followed an agreement for the same time frame on an inflationary pay award for those Local Authorities on National Conditions of Service agreed in November 2014.

In order to explore changing this arrangement in future, Members were asked to delegate authority to the Chief Executive to consult with the two Principal Officers on temporary local terms and conditions on the proposal to move them onto Harmonised Pay Spine and Harmonised Terms and Conditions.

The Committee were also asked to delegate authority to the Chief Executive to approve a pay award for staff on TUPE terms and conditions.

RESOLVED -

- 1. That the inflationary pay award for April 2014 to March 2016 be awarded to the two Principal Officers at Chiltern District Council on local conditions of service as set out in section five of the report.**

2. That authority be delegated to the Chief Executive to consult with the two Principal Officers on temporary local terms and conditions on a proposal to move them onto the Harmonised Pay Spine and Harmonised Terms and Conditions.
3. That authority be delegated to the Chief Executive to approve a pay award for staff on TUPE terms and conditions which is in line with their terms and conditions and is no more favourable than that being awarded to employees at Chiltern District Council on NJC terms and conditions.

64 SENIOR PLANNING OFFICER - DEVELOPMENT CONTROL

The Committee were asked to agree that post 24337 be re-graded as a Senior Planning Officer post. The post had been vacant for a number of years and remained on the establishment. The proposal to fill the vacancy, but at a more senior level, would thereby ensure that the Council not only had sufficient resource, but also that that resource was at the right level of seniority to deal with the current incoming workloads. Members indicated that if workloads continued to increase even further that they would be open to giving due consideration to further resources.

RESOLVED –

That post 24337 re-graded as a Senior Planning Officer post.

Note: Councillors P Hudson and Mrs I Darby entered the meeting at 6.37 pm and 6.38 pm respectively.

65 EXCLUSION OF THE PUBLIC

RESOLVED –

That under section 100 (A) (4) of the Local Government Act 1972 (as amended) the public be excluded from the meeting for the following item(s) of business on the grounds that they involved the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act.

66 PROPERTY AND FACILITIES MANAGEMENT SHARED SERVICE STAFF CONSULTATION DOCUMENT

The Committee were asked to comment on a report due to be considered by the SBDC Personnel Committee and Joint Appointments and Implementation Committee on 8 December. The report set out the complete consultation document in respect of the Property & Facilities Management Shared Services, intended to be shared with Property & Facilities Management staff on 15 December 2014. The draft timetable was set out in detail in Appendix D and in summary was proposed to:

- Start consultation on Monday 15 December 2014
- End consultation on Wednesday 14 January 2015
- Conduct the selection process from 26 January 2015
- Implement joint services from 1 April 2015

Following a discussion on the proposed new structure the Committee

RESOLVED -

That the draft consultation document and appendices be noted, prior to issuing to staff, and that it be noted that the structure would be implemented taking into account any staff comments and being within the business case.

The meeting ended at 6.54 pm