

CHILTERN DISTRICT COUNCIL

MINUTES of the Meeting of the PERSONNEL COMMITTEE held on 29 APRIL 2010

PRESENT: Councillor J F Warder - Chairman

Councillors: Miss P A Appleby
Ms J E Bramwell
A Dibbo
D G Meacock
D W Phillips
P T Priestley
Mrs L M Smith

APOLOGIES FOR ABSENCE were received from Councillor N M Rose.

ALSO IN ATTENDANCE: Councillor C J Wertheim; and, Mr M Chitty (Partner, Wragge & Co).

24 MINUTES

The Minutes of the meeting of the Committee held on 23 March 2010, copies of which had been previously circulated, were signed by the Chairman as a correct record.

25 DECLARATIONS OF INTEREST

None.

26 EXCLUSION OF THE PUBLIC:

RESOLVED –

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

Note: The relevant paragraph number from Part I of Schedule 12A is indicated at the end of the Minute heading.

27 PERFORMANCE RELATED PAY SCHEME - REPORT ON EXTERNAL LEGAL ADVICE (PARAGRAPH 4)

The Committee considered the officer's report together with the appendices containing the advice from Wragge and Co, external legal advisers on employment law, and the terms of reference of the Chiltern District Council and Staff Joint Committee (CSJC).

The terms of reference of the CSJC were clarified together with the need for the membership to be populated.

Members felt that there would be a need for additional consultation mechanisms, particularly for staff who were not UNISON members, and the joint arrangements in the Constitution should be supplemented on this by the offer of consultation with a similar number of staff representatives who were not necessarily represented by the union.

A number of points on the legal advice were clarified.

It was considered that the CSJC needs to meet as soon as possible. The purpose of the meeting was to discuss the future of the Performance Related Pay Scheme in the context of:-

- (1) The climate of public opinion which had turned against anything associated with a 'bonus' culture.
- (2) The limited financial options of the Council.
- (3) The need to maintain levels of service and the best way to reduce cost.
- (4) Spread the impact of changes as evenly and fairly as possible, one way of which was through the PRP scheme.

It was considered that members of the CSJC would need additional information on the financial position and staff benefits package.

It was agreed

- (1) That the external legal advice be noted.**
- (2) The Chiltern District Council and Staff Joint Committee be convened as soon as possible for the purpose outlined (above).**
- (3) This formal consultation be supplemented by an additional consultation mechanism for staff who were not necessarily UNISON members.**

The meeting ended at 7.35 pm