

**CHILTERN DISTRICT COUNCIL
PERSONNEL COMMITTEE - 28TH JULY 2010**

Not for publication by virtue of Paragraph 1 & 2 Part 1 of Schedule 12A Local Government Act 1972.

PERFORMANCE RELATED PAY SCHEME: UPDATE

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RECOMMENDATION

The Committee is asked to note the progress made, and to express any views on the options being considered on 2nd August, as described in the Appendix.

Report

Background:

- 1 Council resolved on 23rd February 2010: That the Council convenes without delay a meeting of the Personnel Committee to address the matter of the Performance Related Pay Scheme, to construct proposals as a basis for consultation and negotiation with Council staff.
- 2 At the last meeting of Personnel Committee, on 29th April 2010, it was agreed that the Chiltern District Council and Joint Staff Committee (CDCJSC) be convened as soon as possible to discuss the future of the Performance Related Pay scheme. An additional consultation mechanism was also set up for staff who were not necessarily union members.

Progress:

- 3 The CDCJSC has now met three times. There have also been three meetings with small numbers of non-union staff. The respective positions of the Council and staff sides have been stated, and explored. The range of possible options submitted for consideration to Personnel Committee on 9th February 2010 have been discussed and the 'hybrid' options worked up in more detail as regards the financial aspects.
- 4 There was joint agreement at the meeting on 9th July that a smaller number of the wide range on the table for discussion could be pursued further. A summary of each was requested, to enable further consideration. This is attached as *Appendix 7* and will be discussed at the CDCJSC on 2nd August.
- 5 Members of the Committee will recall the external legal advice which supported the view that change to the existing contractual arrangements would be best achieved by agreement, collectively, via the Joint Staff arrangements.
- 6 Copies of the legal advice will be available to members at the meeting and it will be necessary to resolve to go into private session if it is discussed.