



## Senior Appointments and Pay Committee minutes

Minutes of the meeting of the Senior Appointments and Pay Committee held on Wednesday 14 June 2023 in The Paralympic Room, Buckinghamshire Council, Gatehouse Road, Aylesbury HP19 8FF, commencing at 10.04 am and concluding at 1.34 pm.

### Members present

T Butcher, J Chilver (Vice-Chairman), M Tett (Chairman), G Williams and S Wilson

### Others in attendance

S Murphy-Brookman, R Shimmin, M Strevens, S Taylor and J Whiteley

### Agenda Item

#### 1 Election of Chairman and Appointment of Vice-Chairman

**Resolved:** That Martin Tett be elected as Chairman of the Senior Appointments and Pay Committee for the ensuing year.

**Resolved:** That John Chilver be appointed as Vice-Chairman of the Senior Appointments and Pay Committee for the ensuing year.

#### 2 Apologies for Absence

Apologies for absence were received from Councillors Angela Macpherson and Anders Christensen.

#### 3 Declarations of Interest

There were no declarations of interest.

#### 4 Minutes of the last meeting

**Resolved:** The minutes of the meeting held on 16 May 2023 were **agreed** as an accurate record and were signed by the Chairman.

#### 5 Exclusion of the Public

**Resolved:** 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.

#### 6 Confidential minutes of the last meeting

**Resolved:** The confidential minutes of the meeting held on 16 May 2023 were **agreed** as an accurate record and were signed by the Chairman.

**7 Services Pay Award 2023/2024**

The Members considered the information in the report and the feedback from the staff consultation survey and agreed the pay award as proposed at the meeting on 16 May 2023.

**Resolved:** The Senior Appointments and Pay Committee **agreed** pay award as follows:

- A flat rate consolidated payment of £2,300 for grades 1-8 for staff on Buckinghamshire Council terms and conditions.
- A 5% pay award consolidated for grades 9 and above on Buckinghamshire Council terms and conditions.
- A performance bonus of 1.6% for exceeds and 3.2% for outstanding – all non-consolidated for Buckinghamshire Council terms and conditions.
- A performance bonus of 30% for Exceeds and 60% for Outstanding which equates to 1.6% and 3.2% respectively for staff on legacy BCC T&Cs
- A non-consolidated payment of £2,300 for staff on legacy terms and conditions up to £46,000 and 5% for staff on legacy terms and conditions paid £46,001 and above.

**8 Leadership Pay Review 2023/2024**

This was a confidential discussion between Members advised by Rachael Shimmin, Chief Executive Officer.

**Resolved:** The Senior Appointments and Pay Committee **agreed** the pay awards for the Buckinghamshire Council Leadership Team.

**9 Any Other Business**

There was no other business.

**10 Date of next meeting**

13 July 2023